

Tackling sexual harassment in sports: ISPORTS' best practices guide

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Introduction

While “sport promotes ethical values, fair-play and integrity”, it is true that “violence also occurs in the sport context” (Council of Europe, 2016 November). Violence in sports sometimes “is directed against a person because of her/his gender (including gender identity or expression)” (Council of Europe, 2016 November). According to the International Olympic Committee IOC (2007 February 8) “no sport is immune to these problems which occur at every performance level (...) sexual harassment and abuse happen in all sports and at all levels”. Prevalence of such phenomena “appears to be higher in elite sport” (International Olympic Committee, IOC 2007 February 8) but “gender based violence in sport, especially sexual harassment and abuse of minors” is also “a significant problem” (Council of the European Union, 2014:Article 14).

Gender-based violence “may include sexual harassment and abuse, rape, physical or emotional-psychological violence, and LGBTQI -violence” (Council of Europe, 2016 November). Sexual harassment refers to “any form of unwanted verbal, non-verbal or physical conduct of a sexual nature occurs, with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment” (Directive 2006/54/Ec. Article 2).

Sexual harassment in sports – as expected - has numerous negative consequences for both athletes/victims and sports organizations:

Sexual harassment and abuse are violations of human rights, regardless of cultural setting, that damage both individual and organisational health. While it is well known that sport offers significant potential for personal and social benefits, this potential is undermined where such problems occur. Sexual harassment and abuse occur worldwide. In sport, they give rise to suffering for athletes and others, and to legal, financial and moral liabilities for sport organisations. (...) Research demonstrates that sexual harassment and abuse in sport seriously and negatively impact on athletes’ physical and psychological health. It can result in impaired performance and lead to athlete drop-out. Clinical data indicate that psychosomatic illnesses, anxiety, depression, substance abuse,

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self harm and suicide are some of the serious health consequences (International Olympic Committee, 2007 February 8).

Gender-based violence (including sexual harassment) in sports “has been noticed among peer-athletes, between coaches and their athletes, or between other personnel within the sports’ entourage (e.g., managers, officials, doctors, physiotherapists) and athletes” (Council of Europe, 2016 November). According to the International Olympic Committee (2007 February 8) the “primary perpetrators” are “members of the athlete’s entourage who are in positions of power and authority”. Violence and sexual harassment may occur in sports “due to, inter alia, the trust developed between individuals involved in sport” (Council of the European Union, 2014:Article 11). In general, “males are more often reported as perpetrators than females” (International Olympic Committee, 2007 February 8).

Any athlete may be sexually harassed and abused:

Sexual harassment and abuse in sport do not discriminate on the basis of age, gender, race, sexual orientation or disability. Athletes come from many different cultural and family backgrounds and are the centre of a system of relationships focused on helping them to achieve their sport potential. There is always a power difference in an athlete’s relationships with members of their entourage (coaches, scientific and medical staff, administrators etc.). This power difference, if misused, can lead to sexual harassment and abuse and, in particular, to exploitative sexual relationships with athletes (International Olympic Committee, 2007 February 8).

Gender-based violence is a phenomenon that needs the involvement and cooperation of different actors in order to be efficiently prevented and tackled. The Council of the European Union (2014:Article 17) has already pointed out to the EU Member States and the European Commission that “gender based violence should be combatted in order to ensure the full enjoyment by women and men of their human rights and to achieve gender equality”. In this direction, the Recommendation CM/Rec(2015)2 of the Committee of Ministers on gender mainstreaming in sport, has invited the Council of Europe’s members states to:

- “adopt, implement and monitor policies and measures, in co-operation with sports organisations, to prevent and combat gender-based violence against women and girls in sport, namely, physical intimidation or violence, verbal, psychological, physical and sexual harassment and abuse” (Article 15)
- “devise and implement policies and measures to prevent and combat gender-based bullying, harassment and violence with regard to the practice of physical activity, physical education and sport, and encourage schools, local authorities and sports organisations and clubs to implement them and monitor their implementation” (Article 16)
- “raise awareness about the gender hierarchies, inequalities and gender-based violence existing in various levels and fields of sport” (Article 27)
- “implement policies and adopt codes of conduct regarding gender-based violence against girls, boys, women and men in sport and clearly specify the complaint process, disciplinary actions and appeal procedures” (Article 33).

Sports organizations and other relevant stakeholders have also an important role to play themselves. Recommendations to sport organizations include – but not limited to:

- include “specific measures and procedures regarding gender based violence in codes of ethics” (Council of the European Union, 2014:Article 37) / “promote and exemplify equitable, respectful and ethical leadership” (International Olympic Committee, 2007 February 8)
- “develop policies and procedures for the prevention of sexual harassment and abuse”. “monitor” their “implementation” and “evaluate” their “impact in identifying and reducing sexual harassment and abuse” (International Olympic Committee, 2007 February 8)
- establish “complaint and support mechanisms” (International Olympic Committee, 2007 February 8)

- establish “hotlines and specific support services for those affected” (Council of the European Union, 2014:Article 37)
- “develop an education and training program on sexual harassment and abuse in their sport(s)” (International Olympic Committee, 2007 February 8)
- “foster strong partnerships with parents/carers in the prevention of sexual harassment and abuse; promote and support scientific research on these issues” (International Olympic Committee, 2007 February 8)

The present Best Practices Guide, is a collection of existing best practices across the EU and beyond, aiming to tackle sexual harassment in sports. The purpose of this publication is to:

- provide best practices in preventing and responding to sexual harassment in sport
- assist sport clubs in establishing and implementing internal policies and procedures tackling sexual harassment and the identification of the various roles individuals (athletes, coaches and other sport professionals) can play in preventing and responding to sexual harassment
- assist policy makers to create policies preventing and combating sexual harassment in sport
- contribute to a knowledge base already available for linking action to eliminate sexual harassment in sport
- serve as an inspiration for the replication of the best practices identified and contribute to the work of researchers, practitioners and policy-makers on the field worldwide
- be able to reach the necessary outcomes, the partners will carry out a desk research, through which they will aim to identify best practices in terms of Design and development process / Categories of Activities implemented / Legal and regulatory compliance / Institutional involvement / Level of Governance involved / Procedures and processes / Target Groups / Results and promote their use.

The practices included in the present publication were selected according to the following basic criteria:

- they are/were focused mainly or exclusively in sexual harassment in particular and/or gender-based violence in general
- they referred mainly or exclusively in sports sector
- they are/were in line with the relevant standards and recommendations of the international organizations (Council of Europe, European Union, International Olympic Committee etc.)
- they are/have been implemented in similar political/social/cultural contexts (in European in particular and in the Western World in general)
- basic information regarding the practice – country(-ies) and time period of implementation, organizations involved, target groups, objectives, activities, outputs, web addresses – are available
- additional information regarding the practices as well as the deliverables/outputs developed in their context are available online for further studying and evaluation

Furthermore, another aim was to include practices of different types and from as many countries as possible as well as practices in which different kind or organizations are/were involved – e.g., central and/or local governments, civil society organizations, sports organizations, police, universities etc. – thus, facilitating the acquirement of knowledge, experience and perspectives from different actors, contexts and sources while emphasizing the fact that multi-dimensional challenges require multidimensional responses and multilevel co-operations.

Finally, readers may notice that many of the following good practices may fall under more than one category. For example, good practices categorized as the “Projects” include “campaign and awareness activities” and/or “development of educational and training

material” as well. A basic categorization of practices was necessary in order to ease studying and evaluation of practices as well as facilitate their comparison. This basic categorization was achieved taking into consideration the core element(s) of the practice itself.



Best Practices

Projects

Title of the best practice: Child Safeguarding in Sport	
Type of practice: Project	
Country(-ies) or region of implementation: Belgium, Austria, Croatia, Portugal, Norway and Israel.	
Responsible organization(s): European Union (EU) and Council of Europe (COE) and the authorities of Belgium, Austria, Croatia, Portugal, Norway and Israel.	
Year/Timeframe: 2020 - 2021	
Target group(s)/Beneficiaries: Children in sports	
Website: Council of Europe (n.d.). Child Safeguarding in Sport. Retrieved from: https://pjp-eu.coe.int/en/web/pss/home	Social media link(s): https://www.facebook.com/safeguardingsport
Description The aims of the project are to guide and accompany European countries in the development of (more) effective child safeguarding in sport policies that ensure safe, positive and empowering sport environments for all children. To that end, a specific focus is made on the setting up of Child Safeguarding Officers in sport – as key players in the development and implementation of child safeguarding strategies, including the complicated tasks related to case management. Partner countries will be guided on how to set up, train and support these resource persons in their country. The project is based upon the following three components: 1. Providing the partner countries with tailor-made roadmaps for (more) effective child safeguarding in sport policies, including concrete steps for setting up Child Safeguarding Officers 2. Developing the competences and skills of those who will have a role to play in implementing the roadmaps and in the setting up of CSO roles 3. Equipping all those who can play a role in ensuring a safe sport environment for all children (Child Safeguarding Officers, decision-makers, coaches, sport leaders, trainers, etc.) with resources and examples of good practice. The main expected achievements are	

- Country-specific roadmaps to guide the partner countries towards (more) effective child safeguarding in sport policies
- Training seminars
- A European network of Child Safeguarding Officers to provide them with a platform for peer-learning, sharing ideas and resources, as well as for discussing issues
- Update of the Pro safe sport+ online resource centre was built upon the analysis of the existing standards and norms to prevent sexual violence against children in sport.

Description's sources:

- Council of Europe (n.d.). Child Safeguarding in Sport. Retrieved from:
<https://pip-eu.coe.int/en/web/pss/home>
- Council of Europe (n.d.). What is CSiS?. Retrieved from:
<https://pip-eu.coe.int/en/web/pss/home>



Title of the best practice: HALT - Combat violence and tackle racism, discrimination and intolerance in sports	
Type of practice: Project	
Country(-ies) or region of implementation: Austria, Cyprus, Greece, Portugal, Spain	
Responsible organization(s): Aristotle University of Thessaloniki, European University in Cyprus, European University Sports Association Institute, Hellenic Gymnastics Federation, General Sports Association of Austria – Regional Office of Salzburg, Portuguese Football Players' Union, Spanish Women Futsal Players Association.	
Year/Timeframe: 2019-2021	
Target group(s)/Beneficiaries: athletes/athletes, academic experts and sport sector stakeholders	
<p>Website:</p> <p>Project HALT Combat violence and tackle racism, discrimination and intolerance in sports. Retrieved from: http://halt.phed.auth.gr/</p>	<p>Social media link(s):</p> <ul style="list-style-type: none"> • https://www.facebook.com/haltproject/ • https://twitter.com/haltproject • https://www.instagram.com/projecthalt • https://www.youtube.com/channel/UCJkSkIs6CfvAXvFtDEWSO3g
<p>Description:</p> <p>HALT project funded by the Erasmus+ programme of the European Union, is focused on raising awareness about best practices for preventing harassment and abuse in sports under the specific topic: “Combat violence and tackle racism, discrimination and intolerance in sport”. HALT created and exploit a bunch of learning technologies (digital games, digital informative material, movie, online community of practice platform) developed by academics (AUTH, EUC) to address this goal in a rather big network of athletes in all over the Europe guaranteed by the participation of sports federations (EGO, EUSA), athletes associations (SJPF, AJFSF) and sport umbrella association (ASVÖ Salzburg).</p> <p>The specific project objectives are:</p> <ul style="list-style-type: none"> • Develop Online Communities of Practice (CoP) for awareness and knowledge about harassment and abuse in sports among athletes, academic experts and sport sector stakeholders to enable synergies and collaborative learning about state-of-art about harassment and abuse prevention in sports. • Enable knowledge sharing and the emergence of best practices with an emphasis on athletes’ awareness and knowledge about harassment and abuse in sport; developing e-learning material; minimizing the risk of offending behavior of people involved in sports; identifying new areas for policy intervention; and developing harassment and abuse social norms through whistleblowing promotion across all levels and types of sports. 	

- Sensitizing the target groups about harassment and abuse in sports by creating a short movie, available in the online CoP.
- To design and develop digital content packaged in serious games and gamified digital interfaces to support sports people to (a) recognize and (b) avoid harassment and abuse.
- Increase sport stakeholders' awareness about the benefits of using CoP for awareness and knowledge in the context of harassment and abuse in sports research, education, and policy-making, and to stimulate future innovative educational methods for preventing harassment and abuse in sports.

The project's outputs include:

- A HALT movie created by HALT project team and presenting various cases of harassment and abuse in sports, testimonials, interviews in order to mobilize and sensitize the public about this, as well as to support the whistleblowing of harassment and abuse in sports.
- A HALT telltale serious game using realistic scenarios in order to engage users, mainly young athletes, in critical situations which will help them to be aware towards harassment and abuse in sport. There are four different scenarios taking place in different sports. Each scenario describes a unique story where the user has to rate certain behaviours and make the appropriate choices, in order to succeed and score as many points as possible. Finally, there is also a fifth scenario which is a quiz to assess what the users have learned by playing the rest of the scenarios. The game consists of the login page, where each user must fill her/his personal credentials to login to the platform, the map menu screen, where she/he can choose from different scenarios, the actual stories where the main games- scenarios take place and the score screen with user's scores and users leaderboards.
- A Virtual Community of Practice is a community of practice (CoP) that is developed on, and is maintained using the Internet. To qualify as an OCoP, the characteristics of a community of practice (CoP) as described by Lave and Wenger must be met. To this end, an OCoP must include active members who are practitioners, or "experts," in the specific domain of interest. Members must participate in a process of collective learning within their domain. Additionally, social structures must be created within the community to assist in knowledge creation and sharing. Knowledge must be shared and meaning negotiated within an appropriate context. Community members must learn through both instruction-based learning and group discourse. Finally, multiple dimensions must facilitate the long-term management of support as well as enable immediate synchronous interactions.
- A Whistleblowing service which acts as an early warning system. It is about revealing and raising concerns over harassment and abuse within the context of sports. Any adult or young person with concerns about a colleague, fellow athlete or themselves being at a risk can use the whistle-blowing service to make a report.

Description's sources:



- Project HALT Combat violence and tackle racism, discrimination and intolerance in sports.

Retrieved from: <http://halt.phed.auth.gr/>

Title of the best practice: SAVE – Sport Abuse and Violence Elimination	
Type of practice: Project	
Country(-ies) or region of implementation: Italy	
Responsible organization(s): Assist Associazione Nazionale Atlete, Lazio Region, Differenza Donna Women and girls against violence,	
Year/Timeframe: 2020 – present	
Target group(s)/Beneficiaries: women victims of sexual harassment/abuse in sport	
Website:	Social media link(s):
Assist Associazione Nazionale Atlete (n.d.). SAVE. Retrieved from: https://www.assistitaly.it/save	-
Description:	
<p>The project has a dual purpose: activation of an awareness campaign for the general public promoted by regional institutions; provision of legal and psychological assistance through a collaboration with the organisation “Differenza Donna”.</p> <p>A crucial aspect contributing to the success of the project is the involvement of 3 Olympic athletes as spokespeople – which is important both as “marketing” strategy, and as a way to show the professional nature of the project.</p> <ul style="list-style-type: none"> • Anonymous free service for female athletes who need assistance and support, both legal and psychological, where they are provided with coping mechanisms, procedures to follow, contacts of lawyers/psychologists. • Informative brochure to instruct staff of amateur sport organisations on different forms of sexual/gender harassment and on how to identify abusing behaviours. • Dissemination of CONI report 2014-2020 analysing 96 cases of sexual abuse and pedophilia that occurred in national sport federations; and of “Charter of Values for Female Sport” based on equal access to all sport disciplines, and on combat of gender stereotypes related to sport. 	

Description’s sources:

- Assist Associazione Nazionale Atlete (n.d.). SAVE. Retrieved from:
<https://www.assistitaly.it/save>



Title of the best practice: ACTIVE: Focus on Children; Strengthening Policies in Sports and Leisure ACTIVities	
Type of practice: Project	
Country(-ies) or region of implementation: Greece, Cyprus, Italy, Portugal, Scotland	
Responsible organization(s): CARDET -Center for the Advancement of Research & Development in Educational Technology, Centro Studi ed Iniziative Europeo, Centro de Estudos Para a Intervencao Social, Children 1st, KMOP – Social Action and Innovation Centre	
Year/Timeframe: 2019-2021	
Target group(s)/Beneficiaries: Sport clubs, sport club professionals, coaches, minors (under the age of 18) participating in sports activities, carers/members of the families of children participating in sports activities.	
<p>Website:</p> <ul style="list-style-type: none"> ACTIVE: Focus on Children; Strengthening Policies in Sports and Leisure ACTIVities Project. Retrieved from: https://www.activeproject.eu/ Active project (n.d.). Self-assessment tool on Child Protection Policies in sports. Retrieved from: https://platform.activeproject.eu/en/ 	<p>Social media link(s):</p> <p>https://www.facebook.com/activeprojecteu</p>
<p>Description</p> <p>ACTIVE project aims at establishing safer environments for children by developing an online self-assessment tool, allowing sports and leisure clubs to identify and address gaps in terms of implementation of Child Protection Polices in their premises.</p> <p>The aforementioned self-assessment tool on Child Protection Policies in sports Tool has been developed in the context of the ACTIVE Research project after extensive research in four EU member states: Greece, Cyprus, Italy, and Portugal. Through consultation with 243 sport club professionals, coaches, young athletes and parent/careers of young athletes. ACTIVE Self-Assessment Tool is designed to help evaluate that a sport club organisation is doing everything possible to keep children safe. This tool helps complying with the principles of the United Nations Convention on the Rights of the Child in the practical context of all activities. It provides guidance on how a club organisation should assess and reflect on current practices and mechanisms, with a view to improve and/or develop an efficient child safeguarding policy and therefore reap benefits to all parties involved (children and their families as well as sports professionals, managers and other relevant persons).</p>	



Other activities of the project are:

- training workshops for sports professionals in order to enhance their skills and competences regarding the prevention and combatting of violence to children in the sports and leisure activities environment
- set up guidelines for the creation of multi-agency networks (public authorities/institutions, local authorities, civil society, academia, practitioners etc.) in order to establish safer environments for children involved in sports activities
- national workshops with the participation of sports clubs and relevant stakeholders in order to establish cooperation and to identify strengths and weaknesses regarding the implementation of child protection policies.

Description's sources:

- ACTIVE: Focus on Children; Strengthening Policies in Sports and Leisure ACTIVities Project. Retrieved from: <https://www.activeproject.eu/>
- KMOP – Social Action and Innovation Centre (n.d.). ACTIVE: Focus on Children; Strengthening Policies in Sports and Leisure ACTIVities. Retrieved from: <https://www.kmop.gr/projects-vf/active/>



Title of the best practice: Toolkit for the prevention of sexual intimidation in sport	
Type of practice: Educational/training material	
Country(-ies) or region of implementation: Netherlands	
Responsible organization(s): Netherlands Olympic Committee and Dutch Sports Confederation (NOC*NSF)	
Year/Timeframe: since 2012	
Target group(s)/Beneficiaries: Local sport clubs	
Website:	Social media link(s):
<ul style="list-style-type: none"> • NOC*NSF (n.d.) Safe sport [Veilige sport]. Retrieved from: https://www.nocnsf.nl/sport-en-integriteit • Centrum Veilige Sport Nederland (n.d.). Topics - Sexual Harassment and Abuse Onderwerpen – [Seksuele intimidatie en misbruik]. Retrieved from: https://centrumveiligesport.nl/onderwerpen/seksuele-intimidatie-en-misbruik 	-
Description:	
<p>“The Netherlands Olympic Committee and Dutch Sports Confederation (NOC*NSF) developed a toolkit for local sports clubs. The NOC*NSF has been developing policies and practices to prevent what is called sexual intimidation in Dutch sport since 1996. That year, a high-profile case of sexual violence in Dutch sport prompted the Netherlands Olympic Committee and Dutch Sports Confederation (NOC*NSF) to take action to prevent sexual intimidation in organised sport. To ensure that the action taken was underpinned by evidence, the NOC*NSF commissioned a study on the risk factors for sexual intimidation in sport. The findings of the study were used by the NOC*NSF and sport federations to develop a series of measures aimed at preventing and managing incidents of sexual intimidation in sport.</p> <p>The toolkit - which was created in 2012 - brings together many of these policies, practices and measures to help sports clubs implement a strategy against sexual intimidation. It comprises seven key actions with tips and guidelines that clubs need to take to implement such strategy:</p> <ol style="list-style-type: none"> 1. putting the issue on the agenda: <p>Sexual intimidation should be put on the agenda of board meetings, staff meetings, parent meetings, etc. The toolkit provides tips on how to raise the topic sensitively. The toolkit advises to establish a working group on this topic, to consider collaborating with nearby sport clubs and advises the club board to sign a commitment statement.</p> <ol style="list-style-type: none"> 2. auditing the club’s current position: 	

Clubs should audit their current position by taking an inventory of existing risk factors for unacceptable behaviours within their club. A template risk assessment for this is provided in the toolkit. Clubs are encouraged to discuss the outcome of the audit with stakeholders, including board members, sports personnel, athletes and their parents

3. appointing a Local Confidential Counsellor:

Clubs should appoint a Local Confidential Counsellor. These individuals are the first point of contact for anyone within their organisation who would like more information about sexual intimidation or who wishes to make a complaint about sexual intimidation. These individuals are also responsible for referring reports of sexual intimidation to counterparts at a national level, known as National Confidential Counsellors. The toolkit provides a job description for the Local Confidential Counsellor role and the NOC*NSF offers specialist training to these individuals. The Local Confidential Counsellors are trained by experienced National Confidential Counsellors on communication skills and risk factors and signs of sexual intimidation. The training provides detailed information about the policy tools, developed by the NOC*NSF, that are at the club's disposal. On a regular basis, the NOC*NSF National Counsellors organise an update course for all trained Local Counsellors.

4. implementing a code of conduct for sport leaders:

Clubs should implement a code of conduct for sport leaders that covers the prevention of sexual intimidation in sport, and club board members are responsible for enforcing this. The NOC*NSF has developed such a code of conduct, which covers appropriate coach-athlete behaviours and relationships. This code serves as the basis for a blueprint disciplinary law in sport federations.³ Having a code of conduct is mandatory. The club is free to choose whether to write its own code of conduct, or to use the code of conduct that is part of the disciplinary law.

5. creating house rules:

Clubs should develop a set of house rules that formalise the values of the club and its members. For example, these rules might include statements such as, 'I accept and respect everybody and do not discriminate' and 'I do not harm other people'. These rules should be created in collaboration with all stakeholders to encourage ownership and acceptance.

6. refining recruitment procedures:

Clubs should check the background and experience of sport staff during their recruitment process. This could be done through interviewing prospective candidates, checking the credentials of coaches from previous clubs, and asking for a curriculum vitae.

7. informing and involving all stakeholders about the strategy:

All stakeholders should be informed about the club's strategy. The toolkit provides tips on how to communicate the strategy to stakeholders, suggesting for example that clubs organise a parent meeting to discuss the strategy, disseminate educational materials about the strategy, and use social media to promote and raise awareness about it.

The toolkit also contains templates (e.g., on assessing the risk factors for sexual intimidation within the club, and on managing reported incidences of sexual intimidation), educational resources (e.g. information on developing a code of conduct, and on the process of checking the criminal history of sports staff and volunteers).

The toolkit is freely available on the NOC*NSF website, making it easily accessible to all clubs in the Netherlands. In addition, the fact that the toolkit includes clear steps that are required in order to develop a strategy on sexual intimidation in sport, and the inclusion of practical guidance, templates, and educational resources to facilitate this, simplifies what could otherwise be a complex process. This makes it easy for clubs to implement a strategy to prevent sexual intimidation, even if they lack experience or expertise in this area. It also ensures there is some standardisation in the strategies in place. Setting the toolkit out in this way also means sports organisations are able to devise tailored strategies that are appropriate for their specific culture”.

Description’s sources:

- Council of Europe – Pro Safe Sport (n.d.). A TOOLKIT FOR THE PREVENTION OF SEXUAL INTIMIDATION IN SPORT. Retrieved from:
<https://rm.coe.int/pss-description-practice-a3-the-netherlands-a-toolkit-for-the-preventi/1680770fd9>
- Council of Europe – Pro Safe Sport (n.d.). Developing and implementing a child protection strategy - Toolkit for the prevention of sexual intimidation in sport. Retrieved from:
<https://pip-eu.coe.int/en/web/pss/child-protection-strategy>
- Mergaert, L., Arnaut, C., Vertommen, T. & Lang, M. (2016). *Study on gender-based violence in sport*, Luxembourg: Publications Office of the European Union, p. 63-68. Retrieved from:
https://ec.europa.eu/assets/eac/sport/library/studies/gender-based-violence-sport-study-2016_en.pdf

Title of the best practice: Call4Girls/Call4Boys	
Type of practice: Project	
Country(-ies) or region of implementation: Austria	
Responsible organization(s): Austrian Ministry of Sport, Association for Sport and Physical Education in Austria (ASKÖ)	
Year/Timeframe: 2006-2011	
Target group(s)/Beneficiaries: sports organisations, professionals working in sports sector	
Website: Call4Girls & Boys (2011). <i>Sexual assault - "Not with us !?" Prevention of sexual violations on children and young people in sports clubs - INFORMATION BROCHURE [Sexuelle Übergriffe – „Bei uns doch nicht!?" Prävention sexueller Grenzverletzungen an Kindern und Jugendlichen in Sportvereinen – INFORMATIONSBROSCHÜRE]</i> , Wien. Retrieved from: https://kia.at/wp-content/uploads/sites/38/2016/07/sexuelle-uebergriffe-sport.pdf	Social media link(s): -
Description: <p>"Call4Girls/Call4Boys was a project initiated in 2006. It was developed and managed by the Association for Sport and Fitness in Austria (ASKÖ).</p> <p>Its aim was to raise awareness regarding gender-based violence against children and adults in sport in the country and to encourage sports organisations to implement initiatives to prevent and manage gender-based violence in sport and develop support services for people within sport affected by gender-based violence.</p> <p>In the framework of the project a telephone helpline for boys and girls, men and women who have experienced sexual violence in sport was established. The helpline allowed people to report sexual harassment in sport, offered information and psychological support to victims, and helped them to bring disciplinary procedures against perpetrators. The project's decision to team up with victim support organisations was crucial as it enabled the Call4Girls/Call4Boys' leaders to draw on the experience of those with expertise in working with victims of gender-based violence, and ensured the telephone helpline provided professional support to those affected by gender-based violence in sport.</p> <p>Advice and information were also provided to anyone interested in preventing sexual violence in sporting environments. Educational and promotional materials (e.g., flyers and stickers) materials were also developed and distributed to sports organizations and stakeholders and free workshops were also offered to sport organisations with the purpose to raise awareness and build the capacity of relevant staff/stakeholders on sexual violence in sport.</p>	



As a result of the project, designated individuals responsible for disseminating information and advice on gender-based violence within their organisations (known as ‘Trust Persons’) were established in some of the participating sports organisations. These acted as key contacts for information and advice on gender-based violence within their organisation. These roles have since become mainstream in sports organisations, being established in each national sport federation and in all national governing bodies of sport in Austria. Those occupying these posts hold regular seminars and discussions on gender issues, including but not limited to tackling gender-based violence in sport. In total, around 150 officials, 50 coaches and 100 athletes attended the workshops. Information on gender-based violence in sport was also distributed at national sporting and non-sporting events (such as Girls’ Day in Vienna) to raise awareness of the issue and give visibility to the helpline and Trust Person role.

The first phase of the project was funded between 2006 and 2009 by the Austrian Ministry of Sport and included the aforementioned training workshops, the establishment of the ‘Trust Persons’ and the creation of a national telephone helpline for reporting and advising on sexual harassment in sport.

Between 2009 and 2011, the second phase of the project was limited to a local level. The project was financed and managed by the city of Vienna and the Viennese branches of ASKÖ, the General Sports Association of Austria (ASVÖ), and SportUnion Austria. In this second phase, a working group was established to manage cases of sexual harassment in sport and discuss further prevention measures. Partnerships were also developed between sports organisations and gender-based violence victim support organisations such as the Ombudsperson for Children and Young People of Vienna, Selbstlaut, and Männerberatung, to share knowledge and experiences and discuss prevention measures within sport.

The Call4Girls/Call4Boys initiative (including the helpline and the Trust Person role) ended in 2011 when funding ceased. Nevertheless, all the key facets of the Call4Girls/Call4Boys project are now mainstream activities in sports organisations in Austria. The working group also continued after the end of the project and currently exists as a knowledge- and ideas-sharing platform relating to the prevention and management of gender-based violence in sport.

One of the key strengths of Call4Girls/Call4Boys lies in the fact that it adopted a broad and inclusive understanding of gender-based violence that incorporated violence against boys as well as girls within its remit in recognition that such violence can affect both sexes. To date, it remains one of the few projects across any of the EU Member States to explicitly consider boys as victims of gender-based violence in sport”.

Description's sources:

- Council of Europe – Pro Safe Sport (n.d.). CALL4GIRLS/CALL4BOYS HELPLINE TO SUPPORT VICTIMS OF GENDER-BASED VIOLENCE IN SPORT. Retrieved from: <https://rm.coe.int/pss-description-practice-austria-2-call4girls-call4boys-helpline-to-su/1680770fe1>
- Mergaert, L., Arnaut, C., Vertommen, T. & Lang, M. (2016). *Study on gender-based violence in sport*, Luxembourg: Publications Office of the European Union, p. 38. Retrieved from: https://ec.europa.eu/assets/eac/sport/library/studies/gender-based-violence-sport-study-2016_en.pdf

Title of the best practice: Prevention of sexualized violence in Sports – Impulses for an open, secure and sound sporting environment in Europe	
Type of practice: Project	
Country(-ies) or region of implementation: Greece, Norway, Great Britain, Czech Republic, Spain, Cyprus, Denmark, Belgium, Slovenia	
Responsible organization(s): German Sports Youth in the German Olympic Sports Confederation, Institute for Social Work and Social Education, The Youth organisation of the European Non-Governmental Sports Organisation, European University Sports Association, The Association of International Sport for All, Eurochild, European Confederation of Modern Pentathlon, European Basketball Federation, Federation Internationale Catholique Education Physique et sportive, European Women and Sports, Child Protection in Sports Unit, European Paralympic Committee.	
Year/Timeframe: 2012-2013	
Target group(s)/Beneficiaries: Sport associations, athletes	
Website:	Social media link(s):
<ul style="list-style-type: none"> European University Sports Association (n.d.) Prevention of Sexual Violence in Sport https://www.eusa.eu/projects/prevention-of-sexual-violence-in-sports Federation Internationale Catholique Education Physique et sportive – FICEP (n.d.). Prevention of sexualized violence in Sports – Impulses for an open, secure and sound sporting environment in Europe. Retrieved from: https://www.ficep.org/files/doc/Downloads/EU-Project-Prevention-Sexualised-Violence--Info-Partner-Orgs1.pdf 	-
Description:	
<p>The project's central aim is to sensitize and raise awareness about the prevention of sexualized violence on all levels of the European sports environment. Another aim is to create a methodological framework for collecting data on sexual harassment and abuse in sports. The project also fostered networking and exchange of experiences sustainably through compiling a catalogue of 'good-practice examples, campaigning for an open dialogue regarding the topic and gathering impulses for a European sports policy presented at the 2012 Conference "Safer, better, stronger! Prevention of sexual harassment and abuse in sports".</p> <p>In order to extend the established network on the issue of prevention of sexualized violence in sports and make it sustainable, the lead partner of the project and the expert group invited other organisations to become part of the broader network, following these steps:</p> <ul style="list-style-type: none"> designate a person, who would act as a contact person for any communication and exchanging information on the topic of prevention of sexual harassment and abuse in sports between the existing network, its own organization and other interested parties; 	

- spread a call for participation at the international conference on the prevention of sexual harassment and abuse in sports within its own organization and to other interested parties.

Becoming a member of the broader network, would benefit an organization in these ways:

- receiving information on prevention of sexualized violence in sports in Europe generated within the project
- sharing relevant information with the members of the existing network
- representing its own organization at the international conference on the prevention of sexualized violence in sports.

The project was funded by the EU Programme “Preparatory Action in the field of sport” and run until March 2013.

Description’s sources:

- European University Sports Association (n.d.) Prevention of Sexual Violence in Sport
<https://www.eusa.eu/projects/prevention-of-sexual-violence-in-sports>
- Federation Internationale Catholique Education Physique et sportive – FICEP (n.d.).
Prevention of sexualized violence in Sports – Impulses for an open, secure and sound sporting environment in Europe. Retrieved from:
<https://www.ficep.org/files/doc/Downloads/EU-Project-Prevention-Sexualised-Violence-Info-Partner-Orgs1.pdf>



Title of the best practice: “HEART - THE ONLY MUSCLE TO TRAIN TO BEAT A WOMAN”	
Type of practice: Project	
Country(-ies) or region of implementation: Italy	
Responsible organization(s): Extra-fondente Open Source (EOS), Associazione dilettantistica polisportiva LAME, A.S.D. RUGBY PIEVE, UISP (Unione Italiana Sport Per tutti) – Comitato regionale Emilia-Romagna, Associazione Dilettantistica Polisportiva Lungo Reno 2006, Comune di Bologna – UI Pari opportunità e tutela delle differenze, COSPE – ONLUS, UNICEF – Comitato Regionale Emilia-Romagna, Università di Bologna – Centro Studi sul Genere e l’Educazione	
Year/Timeframe: 2015-2018	
Target group(s)/Beneficiaries: coaches, managers, athletes’ parents, young athletes	
Website:	Social media link(s):
<ul style="list-style-type: none"> ● Extra-fondente Open-Source EOS (n.d.). Project “Heart: The only muscle to train to beat a woman” [Progetto “CUORE: L’UNICO MUSCOLO DA ALLENARE PER BATTERE UNA DONNA”]. Retrieved from: https://www.extrafondente-os.org/cuore/ ● COSPE – ONLUS (n.d.). Cuore. L’unico muscolo da allenare per battere una donna. Retrieved from: https://www.cospe.org/wp-content/uploads/2019/02/cuore.pdf ● Pirazzi, M. & Pozzoli, L. (eds) (2015). <i>Handbook for sports educators to combat gender-based violence [Manuale per educatori sportivi per contrastare la violenza di genere]</i>, Bologn: Extra-fondente Open-Source EOS. Retrieved from: http://www.uisp.it/discorientali/files/principale/cuore%20unico%20muscolo...manuale.pdf 	<p>https://www.youtube.com/watch?v=4qs1w7LTTzc</p>
Description	
<p>Project “Heart: The only muscle to train to beat a woman” (“Cuore: l’unico muscolo da allenare per battere una donna”) gave sports instructors and executives, of both sexes, the tools and skills they need to promote respectful behavior among their young athletes and helps them recognize dynamics of gender-based violence often subtle and hidden, thus helping to prevent the emergence of forms of violence, abuse and discrimination targeting women. The project included various actions, from specific training for instructors, coaches and managers of partner associations, to raising awareness on issues of combating gender-based violence, to interventions in schools.</p>	



More specifically, the Project's activities and outputs included:

- 1) a booklet containing information on gender-based violence and the importance of respecting difference was produced for coaches to use with children. The booklet, which was written by EOS staff and sports coaches and managers to ensure it is meaningful to the sports contexts, was based on the handbook *Coaching Boys into Man* (Family Violence Prevention Fund, 2005). It also contains information sheets on, among other things, ways of managing violent behaviour;
- 2) training workshops for coaches, managers, and athletes' parents;
- 3) prevention-focused activities delivered in schools by project partners to raise awareness of the problem;
- 4) a website for the project containing, information on gender-based violence, downloadable versions of all the resources that have been developed for the project, and links to international websites on the topic;
- 5) 2,000 thousand T-shirts distributed to project participant to raise awareness of the initiative.

Direct beneficiaries of the project included:

- 20 coaches and coaches and managers of sports associations
- 200 secondary school students and students
- 10 physical education teachers
- 10,000 users reached through social networks (Facebook, twitter, instagram, youtube)

Description's sources:

- COSPE – ONLUS (n.d.). Cuore. L'unico muscolo da allenare per battere una donna. Retrieved from: <https://www.cospe.org/wp-content/uploads/2019/02/cuore.pdf>
- Extra-fondente Open-Source EOS (n.d.). Project "Heart: The only muscle to train to beat a woman" [Progetto "CUORE: L'UNICO MUSCOLO DA ALLENARE PER BATTERE UNA DONNA"]. Retrieved from: <https://www.extrafondente-os.org/cuore/>
- Mergaert, L., Arnaut, C., Vertommen, T. & Lang, M. (2016). *Study on gender-based violence in sport*, Luxembourg: Publications Office of the European Union, ANNEX 3. Retrieved from: https://ec.europa.eu/assets/eac/sport/library/studies/gender-based-violence-sport-study-2016_en.pdf

- Pirazzi, M. & Pozzoli, L. (eds) (2015). *Handbook for sports educators to combat gender-based violence [Manuale per educatori sportivi per contrastare la violenza di genere]*, Bologn: Extra-fondente Open-Source EOS. Retrieved from:
<http://www.uisp.it/dicorientali/files/principale/cuore%20lunico%20muscolo...manuale.pdf>



Title of the best practice: Sport Respects Your Rights. Empowering young Europeans in sport for a culture of respect and integrity — against sexualised violence and gender harassment	
Type of practice: Project	
Country(-ies) or region of implementation: Austria, Germany, Italy, Poland, Netherlands, United Kingdom	
Responsible organization(s): SPORTUNION Austria, European Non-Governmental Sports Organisation (ENGSO Youth), German Sports University Cologne, Austrian Athletics Federation, DJK Youth, German Sports Youth, Italian Aerobic and Fitness Federation, Dutch Olympic Committee and Sports Federation (NOC*NSF), Campaign Against Homophobia, Edge Hill University	
Year/Timeframe: 2013-2015	
Target group(s)/Beneficiaries: Young athletes (aged 16- 22)	
Website:	Social media link(s):
<ul style="list-style-type: none"> • Sport respects your rights project. Retrieved from: http://sport-respects-your-rights.eu/ • Kainz, A. (ed.) (2015). <i>Sport respects your rights. Empowering young Europeans in sport for a culture of respect and integrity — against sexualised violence and gender harassment</i>, Sport respects your rights. Retrieved from: http://sport-respects-your-rights.eu/wordpress/wp-content/uploads/2015/03/SRYR_brochure.pdf 	-
Description:	
<p>“Sport respects your rights” was a transnational project, developed to fight abuse and gender-based violence in the youth sport sector. The project ran for 24 months. It was funded in the priority area Empowerment work at grassroots level as the only sports project in the Daphne III Programme 2011/2012 of the European Union. It was coordinated by SPORTUNION Austria, German Sport Youth (Deutsche Sportjugend), the European Non-Governmental Sports Organisation (ENGSO Youth), and the German Sports University Cologne.</p> <p>Sport respects your rights supported Europeans aged 16 to 22 to develop self-confident behaviour against sexualised violence and harassment in sports. Young sportswomen and sportsmen were given the platform to develop their own youth-led campaigns through which they raised awareness amongst peers, in their sport environment and beyond.</p> <p>This participatory process allowed the young people to become powerful multipliers and active agents of social change in their settings. Parallel to the educational youth work, each project</p>	



partner developed a multi-sector network in order to create long-lasting synergies to fight violence and harassment in sport.

Organisations from six European countries (Austria, Germany, Italy, United Kingdom, Poland and the Netherlands) implemented Sport respects your rights within their settings. The access to young Europeans in sport varied between the different organisations which were from the sport-for-all, fitness and amateur, University, special and professional sports sectors, or worked with youth groups through socio-cultural communities and an NGO. The implementation within each partner organisation was based on two main processes:

1. Bottom-up process: the education of multipliers and the creation of youth-led campaigns

A project coordinator from each partner organisation and two local actors from each participating local sport club or youth group (for example a board member and a youth coach) were educated through two European Trainings to work with the youth sectors in their respective sport settings. Through local youth workshops each partner created youth-led campaigns – developed by youth for youth.

This participatory process aimed at both ownership of the project and identification with its aims through the active involvement of the target group. The focus was laid on raising awareness, installing and developing self-esteem, communicational skills, reflective and assertive behaviour and a general culture of respect in sport settings. Sport respects your rights focused on the capacity of multipliers and young Europeans at grass roots sport level to reflect, act and protect themselves against sexual abuse, violence and gender harassment.

The young people who created the campaigns sensitised further peers and intermediaries in their settings to build a culture of respect and integrity in and through sport.

2. Top-down process: building cross-sector networks to support the sport sector

Simultaneously, the partner organisations initiated national, regional or local multidisciplinary networks (“Round Tables”) involving diverse and relevant stakeholders from society. These aimed to find synergies and build supportive structures for the sport sector regarding the topic, address national and regional strategies to move the agenda forward and provide a platform for the dissemination of the youth-led campaigns. The Round Tables also investigated possibilities to keep the created network alive after the European funding had ceased.

Throughout the project, mentoring advice was available for the partner organisations and the participating local clubs.

the partner organisations recruited 22 local organisations or groups in their countries which included traditional sport clubs as well as informal youth groups and youth sectors of a special sport federation. Each of these local clubs designated two responsible actors to become part of the consortium, summing up to 44 local actors. The eight partner coordinators and the local actors were invited to take part in two European Trainings (each five days, in September 2013 and November 2013). During these trainings a total of 52 participants were trained to serve as multipliers for the project to empower young people in sport for a culture of respect and integrity.

Back in their home countries, these multipliers designed and offered 34 workshops for a total of 514 young people (aged 16–22 years). During and after these workshops the young people created campaigns to sensitise and empower their peers for a culture of respect in sport and to combat sexualised violence and gender harassment in sport. At this stage of the project, the campaigns have been disseminated to 2.061 young people throughout Europe. The process of dissemination is still continuing and will outlive the formal end of the project. In addition, 20 Round Table meetings were held by the partner organisations. These Round Tables aimed at establishing a network of relevant actors for safeguarding young people in sport on national or regional level. More than 16.239 hours of voluntary work were invested by the partners in order to facilitate the project”.

Description’s sources:

- Sport respects your rights project. Retrieved from: <http://sport-respects-your-rights.eu/>
- Kainz, A. (ed.) (2015). *Sport respects your rights. Empowering young Europeans in sport for a culture of respect and integrity — against sexualised violence and gender harassment*, Sport respects your rights. Retrieved from: http://sport-respects-your-rights.eu/wordpress/wp-content/uploads/2015/03/SRYR_brochure.pdf

Campaign and awareness material and activities



Title of the best practice: START TO TALK	
Type of practice: Awareness campaign	
Country(-ies) or region of implementation: All CoE’s members states are invited to join	
Responsible organization(s): Council of Europe (CoE)	
Year/Timeframe: Continuing	
Target group(s)/Beneficiaries: governments, sports clubs, associations and federations, as well as athletes and coaches	
<p>Website:</p> <ul style="list-style-type: none"> ● Council of Europe – Human Rights Channel (n.d.). starttotalk.org. Retrieved from: https://www.coe.int/en/web/human-rights-channel/stop-child-sexual-abuse-in-sport ● Council of Europe (n. d.). Start to talk. Retrieved from: https://www.coe.int/en/web/sport/start-to-talk ● 	<p>Social media link(s):</p> <p style="text-align: center;">-</p>
<p>Description:</p> <p>“Start to Talk” is a Council of Europe call for action to public authorities, the sport movement and other stakeholders to take the necessary prevention and protection measures 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” is about adults breaking the silence and lending children a voice. “Start to Talk” was launched by the Council of Europe as a follow-up to the two successful Pro Safe Sport projects (in 2014 and 2017) co-funded by the European Union and the Council of Europe, and run by the Council of Europe Enlarged Partial Agreement on Sport (EPAS).</p> <p>The objectives of “Start to Talk” are:</p> <ol style="list-style-type: none"> 1. to draw attention to the prevalence and impact of child sexual abuse in sport; 2. to recall the international standards that must be applied to prevent abuse, protect children and fight impunity; 3. to provide guidance on how to concretely implement those standards through: the strengthening of legislations, policies and services, capacity building, awareness raising and training, exchanges of good practices from public authorities and the sport movement; 4. to mobilise public authorities, the sport movement and the media triggering action and partnerships at international, national and local levels. 	



To stop child abuse in sport, the Council of Europe, through its children's rights programme and its Enlarged Partial Agreement on Sport (EPAS), offers a platform for co-operation between public authorities, the sport movement, experts, child-protection agencies, the European Union and other international organisations. It also helps to:

- raise awareness to empower parents and children as well as the public at large through targeted resources (TV spots, videos, communication material etc.);
- improve legislation and policies;
- set up strategies and codes of conduct in sport to safeguard children;
- train sport professionals (coaches, managers and policy makers);
- disseminate knowledge and expertise by providing access to recent information and findings and to a network of experts.

The materials developed by the Council of Europe present three key advantages:

1. They take into account the most advanced standards and recent research;
2. They have been developed by leading European experts in co-operation with governments and the sport movement;
3. They are designed to be easily adapted to the national context. In addition to translating the texts into the national language/s, partners are encouraged to add country-relevant information such as legislation, existing policies and services, helplines and websites. They can also add their logos to the material.

EPAS invites the Council of Europe member states to join this effort and undertake **three kinds of actions**:

Action 1: Launch a Start To Talk campaign at national level

Action 2: Develop or improve safeguarding and protection frameworks

Action 3: Promote training of key stakeholders

To support these actions, EPAS offers a number of concrete services (see "Supporting packages" section below). Using the CoE logo and existing materials incurs no cost for our partners, but member states are expected to identify the necessary funds to implement the actions that they wish to undertake. EPAS is also launching a call for voluntary contributions to allow the Council of Europe to financially support some activities (such as the translation of material, the dubbing of the videos or the provision of expertise) when funds are not available at national level.

Description's sources:

- Council of Europe (n. d.). Start to talk. Retrieved from:
[https://www.coe.int/en/web/sport/start-to-talk#%2237617769%22:\[3\]](https://www.coe.int/en/web/sport/start-to-talk#%2237617769%22:[3])
- Council of Europe – Human Rights Channel (n.d.). starttotalk.org. Retrieved from:
<https://www.coe.int/en/web/human-rights-channel/stop-child-sexual-abuse-in-sport>

Title of the best practice: Strong networks against violence: no violence against girls and women!	
Type of practice: Awareness campaign	
Country(-ies) or region of implementation: Germany	
Responsible organization(s): German Olympic Sports Confederation in collaboration with Frauen gegen Gewalt e.V., Deutscher Behindertensportverband e.V., UN Women – Deutschland, Deutscher Karateverband e.V., Lebenshilfe, Deutscher Ju-Jitsu Verband e.V., Deutscher Judobund e.V., BAG kommunaler Frauenbüros und Gleichstellungsstellen, Deutsche Taekwondo Union e.V., Weisser Ring, Deutscher Aikidobund e.V., Frauenhauskoordinierung e.V.	
Year/Timeframe: Since 2008	
Target group(s)/Beneficiaries: sports clubs, female athletes (girls and women)	
Website:	Social media link(s):
<ul style="list-style-type: none"> • Deutschen Olympischen Sport-Bundes DOSB (2018). STRONG NETWORKS AGAINST VIOLENCE: NO VIOLENCE AGAINST GIRLS AND WOMEN! [STARKE NETZE GEGEN GEWALT: KEINE GEWALT GEGEN MÄDCHEN UND FRAUEN!] - Flyer for 10 years anniversary of the Action. Retrieved from: https://cdn.dosb.de/Flyer_Allgemein_10Jahre.pdf • Deutschen Olympischen Sport-Bundes DOSB (n.d.). STRONG NETWORKS AGAINST VIOLENCE: NO VIOLENCE AGAINST GIRLS AND WOMEN! [STARKE NETZE GEGEN GEWALT: KEINE GEWALT GEGEN MÄDCHEN UND FRAUEN!]. Retrieved from: https://cdn.dosb.de/alter_Datenbestand/fm-frauen-im-sport/downloads/Aktion_gegen_Gewalt/Flyer_leichte_Sprache_10Jahre.pdf • Deutschen Olympischen Sport-Bundes DOSB (2018). STRONG NETWORKS AGAINST VIOLENCE: NO VIOLENCE AGAINST GIRLS AND WOMEN! [STARKE NETZE GEGEN GEWALT: KEINE GEWALT GEGEN MÄDCHEN UND FRAUEN!] - Milestones of the Action’s 10 years. Retrieved from: https://cdn.dosb.de/Meilensteine_10_Jahre_SNgG.pdf 	-
Description	
<p>The campaign ‘Strong Networks against Violence: No Violence against Girls and Women’ was initiated in 2008 by the German Olympic Sport Confederation (Deutscher Olympischer Sportbund, or DOSB), the umbrella organisation for all governing bodies and sport clubs in Germany. The campaign serves as a platform for the prevention of violence against women and girls in and through sport and aims to strengthen women’s and girls’ self-confidence through sports by offering self-defence and assertiveness training. The campaign is supported by a network of partners, including several martial arts sport federations, local sports clubs, women’s organisations, and victim support groups. Local sports clubs, which apply to take part in the campaign, receive support for its implementation from</p>	



local branches of these partner organisations. The involvement of local counselling and advisory services and victim-support organisations for women and girls creates strong local networks working against violence both within and beyond sport. The campaign offers introductory assertiveness and/or self-defence activities exclusively for women and girls in cooperation with partner martial arts sport federations. Written guidelines are provided on these activities by the German Olympic Sport Confederation, which include details of their content, the underlying principles of the campaign, and the duration of each activity. In this way the campaign provides tools for improving women's and girls' physical fitness, self-defence capabilities, and overall wellbeing. In total, clubs and organisations involved in the campaign offer more than 200 local events for women and girls annually. The German Olympic Sport Confederation promotes the campaign through its website, where information and resources such as fliers press releases, posters and information brochures are available free to download.

Description's sources:

- Deutschen Olympischen Sport-Bundes DOSB (2018). STRONG NETWORKS AGAINST VIOLENCE: NO VIOLENCE AGAINST GIRLS AND WOMEN! [*STARKE NETZE GEGEN GEWALT: KEINE GEWALT GEGEN MÄDCHEN UND FRAUEN!*] - Flyer for 10 years anniversary of the Action. Retrieved from: https://cdn.dosb.de/Flyer_Allgemein_10Jahre.pdf
- Deutschen Olympischen Sport-Bundes DOSB (n.d.). STRONG NETWORKS AGAINST VIOLENCE: NO VIOLENCE AGAINST GIRLS AND WOMEN! [*STARKE NETZE GEGEN GEWALT: KEINE GEWALT GEGEN MÄDCHEN UND FRAUEN!*]. Retrieved from: https://cdn.dosb.de/alter_Datenbestand/fm-frauen-im-sport/downloads/Aktion_gegen_Gewalt/Flyer_leichte_Sprache_10Jahre.pdf
- Deutschen Olympischen Sport-Bundes DOSB (2018). STRONG NETWORKS AGAINST VIOLENCE: NO VIOLENCE AGAINST GIRLS AND WOMEN! [*STARKE NETZE GEGEN GEWALT: KEINE GEWALT GEGEN MÄDCHEN UND FRAUEN!*] - Milestones of the Action's 10 years. Retrieved from: https://cdn.dosb.de/Meilensteine_10_Jahre_SNgG.pdf
- Mergaert, L., Arnaut, C., Vertommen, T. & Lang, M. (2016). *Study on gender-based violence in sport*, Luxembourg: Publications Office of the European Union, ANNEX 3. Retrieved from: https://ec.europa.eu/assets/eac/sport/library/studies/gender-based-violence-sport-study-2016_en.pdf

Title of the best practice: Silence Protects the Wrong People	
Type of practice: Awareness campaign	
Country(-ies) or region of implementation: Germany	
Responsible organization(s): State Sports Federation of North Rhine-Westphalia (NRW)	
Year/Timeframe: since 1998	
Target group(s)/Beneficiaries: minors/young athletes, sports organizations, parents	
<p>Website:</p> <p>Landessportbund Nordrhein-Westfalen (n.d.). Against sexual violence in sport. Silence protects the wrong people - Campaign against sexual violence in sport [Gegen sexualisierte Gewalt im Sport. Schweigen schützt die Falschen - Kampagne gegen sexualisierte Gewalt im Sport]. Retrieved from: https://www.lsb.nrw/unsere-themen/gegen-sexualisierte-gewalt-im-sport</p> <ul style="list-style-type: none"> ● Gervink, R. (2014). <i>Action guidelines for professional associations [Handlungsleitfaden für Fachverbände]</i>, Duisburg: Landessportbund Nordrhein-Westfalen. Retrieved from: https://www.lsb.nrw/fileadmin/global/media/Downloadcenter/Sexualisierte_Gewalt/Handlungsleitfaden_Fachverbaende.pdf ● Huxoll-von Ahn, M., Frings, R. & Kanber, E. (2015). <i>Parent compass questions and answers on child and youth protection in sports clubs [Elternkompass Fragen und Antworten zum Kinder- und Jugendschutz im Sportverein]</i>, Duisburg: Landessportbund Nordrhein-Westfalen. Retrieved from: https://www.lsb.nrw/fileadmin/global/media/Downloadcenter/Sexualisierte_Gewalt/LSB-Elternkompass.pdf ● Landessportbund Nordrhein-Westfalen (n.d.). <i>10-point action program [10 Punkte Aktionsprogramm]</i>. Retrieved from: https://www.lsb.nrw/fileadmin/global/media/Downloadcenter/Sexualisierte_Gewalt/10_Punkte_Aktionsprogramm.pdf ● Landessportbund Nordrhein-Westfalen (n.d.). Brochure "Hands off! Don't attack me! [Broschüre "Finger weg! Pack mich nicht an!"]". Retrieved from: https://www.lsb.nrw/fileadmin/global/media/Downloadcenter/Sexualisierte_Gewalt/Broschuere_Finger_weg_-_Pack_mich_nicht_an.pdf ● Landessportbund Nordrhein-Westfalen (n.d.). Brochure "We can do it differently!" [Broschüre "Wir können auch anders!"]". Retrieved from: https://www.lsb.nrw/fileadmin/global/media/Downloadcenter/Sexualisierte_Gewalt/Broschuere_Wir_koennen_auch_anders.pdf 	<p>Social media link(s):</p> <p>-</p>



- Landessportbund Nordrhein-Westfalen (n.d.). Poster "We can do it differently!" [Plakat "Wir können auch anders!"]. Retrieved from:
- https://www.lsb.nrw/fileadmin/global/media/Downloadcenter/Sexualisierte_Gewalt/Plakat_Wir_koennen_auch_anders_A4.jpg
- Landessportbund Nordrhein-Westfalen (n.d.). Prevention poster "Grabbing is uncool" [Präventionsplakat "Grabschen ist uncool"]. Retrieved from:
- https://www.lsb.nrw/fileadmin/global/media/Downloadcenter/Sexualisierte_Gewalt/Plakat_Grabschen_ist_uncool_A4.jpg
- Landessportbund Nordrhein-Westfalen (n.d.). Prevention poster "Silence protects the wrong people!" (Boys) [Präventionsplakat "Schweigen schützt die Falschen!" (Junge)]. Retrieved from: https://www.lsb.nrw/fileadmin/global/media/Downloadcenter/Sexualisierte_Gewalt/Plakat_Schweigen_Junge_A4.jpg
- Landessportbund Nordrhein-Westfalen (n.d.). Prevention poster "Silence protects the wrong people!" (Girls) [Präventionsplakat "Schweigen schützt die Falschen!" (Mädchen)]. Retrieved from: https://www.lsb.nrw/fileadmin/global/media/Downloadcenter/Sexualisierte_Gewalt/Plakat_Schweigen_Maedchen_A4.jpg
- Lazik, P. (2018). *Action guidelines for clubs [Handlungsleitfaden für Vereine]*, Duisburg: Landessportbund Nordrhein-Westfalen. Retrieved from: https://www.lsb.nrw/fileadmin/global/media/Downloadcenter/Sexualisierte_Gewalt/Handlungsleitfaden_fuer_Vereine.pdf

Description:

"The prevention of sexual violence in sport is also the focus of a campaign by a regional sports federation in Germany, the State Sports Federation of North Rhine-Westphalia (NRW). The state of NRW is believed to be one of the first sports organisations in the EU to campaign against gender-based violence in sport, having issued its first campaign in 1998.

As part of the campaign "Silence protects the wrong people", NRW provides concrete assistance to sports associations and city and district sports federations in order to remove the taboo from the issue, to take preventive action and during crisis and suspected cases to receive orientation thus to be able to act.

The commitment of the NRW is based on a 10-point action program that has been decided by its executive committee and its sports youth. This includes: a parenting guide / parenting compass, a guideline for action (each for sports associations and clubs) as well as a code of honor and advice.

The campaign includes posters and awareness/information leaflets to raise awareness of sexual violence in sport, as well as *action guidelines for sports' clubs and professional associations* and the aforementioned *Parent compass - Questions and answers about the Child and youth protection in*

sports clubs. All this awareness and education/training material are available online for free, but can also be ordered in a printed form”.

Description’s sources:

- Landessportbund Nordrhein-Westfalen (n.d.). Against sexual violence in sport. Silence protects the wrong people - Campaign against sexual violence in sport [Gegen sexualisierte Gewalt im Sport. Schweigen schützt die Falschen - Kampagne gegen sexualisierte Gewalt im Sport]. Retrieved from:
<https://www.lsb.nrw/unsere-themen/gegen-sexualisierte-gewalt-im-sport>
- Mergaert, L., Arnaut, C., Vertommen, T. & Lang, M. (2016). *Study on gender-based violence in sport*, Luxembourg: Publications Office of the European Union, p. 38. Retrieved from:
https://ec.europa.eu/assets/eac/sport/library/studies/gender-based-violence-sport-study-2016_en.pdf



Title of the best practice: Red card against sexual violence in sports	
Type of practice: Awareness / empowering network and campaign	
Country(-ies) or region of implementation: Germany	
Responsible organization(s): Cologne working group "Red Card Against Sexual Violence in Sport" (City Sports Association Cologne e.V., LOBBY für Mädchen e.V., Cologne office for equal opportunities, German Sport University of Cologne, Looks e.V. - Pänz up!, Cologne Police and famous and succeeded German athletes)	
Year/Timeframe: 1998-2017	
Target group(s)/Beneficiaries: sports clubs and their members and staff	
<p>Website:</p> <ul style="list-style-type: none"> ● Rote Karte. Available at: https://web.archive.org/web/20200206055501/http://www.rote-karte-koeln.de/startseite.html ● Rote Karte (n.d.). Der Arbeitskreis. Retrieved from: https://web.archive.org/web/20200206055524/http://www.rote-karte-koeln.de/arbeitskreis.html ● Rote Karte (n.d.). Zertifikat „Respekt vor Grenzen – mehr Spaß im Sport“. Retrieved from: https://web.archive.org/web/20200206055836/http://www.rote-karte-koeln.de/zertifikat.html ● Rote Karte (n.d.). Fundierte und nachhaltige Prävention von sexualisierter Gewalt - auch im Sport. Retrieved from: https://web.archive.org/web/20200206055458/http://www.rote-karte-koeln.de/praevention.html 	<p>Social media link(s):</p> <p>-</p>
<p>Description:</p> <p>“Since 1998, a network of various stakeholders in Cologne has been running a campaign called Rote Karte gegen sexualisierte Gewalt im Sport (red card against sexualised violence in sports). This network developed against the background of the first German study tackling the problem of sexualised violence in sport that was published in 1997 by Michael Klein & Birgit Palzkill. The study revealed that sexual harassment and abuse is an issue in German sports organisations, yet it provoked a controversial discussion in the sports world, and the authors of the study were even blamed for dragging sports organisations through the mud. A few people in the city of Cologne accepted the seriousness of the situation and committed themselves to preventing sexualised violence in sports clubs. They founded a network under the lead management of the local sports confederation of Cologne. Other stakeholders at the beginning were the prevention department of the Cologne police, a non-governmental girls’ association</p>	



(LOBBY für Mädchen e.V.), the Cologne office for equal opportunities and a few selected sports clubs. The mayor of Cologne assumed patronage of the project and various famous sportsmen and women – e.g. Ulrike Nasse-Meyfarth, a former German Olympic high jumper – joined as public spokespersons for the project. In 2004, the German Sport University (Dept. for Gender Studies) joined the network and took over the scientific consulting. In 2005, a non-governmental association fighting sexual violence against boys (Looks e.V. - Pänz up!) also joined the network.

Advice centers, sports organizations, sports universities, the police, individuals and the city of Cologne play an advisory role in the working group. The main focus of the work is:

- Raising awareness of the topic in sport
- Education, information and training for clubs
- Discussions with parents
- Information events for boys and girls

Objectives of the working group

- Raising awareness of the topic in sport
- Enable clubs to deal appropriately with the problem
- Increase the protection of girls and boys against sexual violence in sport
- Deterrence of perpetrators through a clear stance and actions by the association

In the first years, the network focused on sensitising the public to the problem in Cologne sports clubs. Information brochures and a poster campaign were developed. Members of the network held presentations in sports clubs etc. Since 2005, the network has focused on developing and promoting a certificate for sports clubs that engage proactively in the prevention of sexualised violence in sport.

The Cologne working group developed a comprehensive concept for use in sports clubs. According to the group, sports clubs, are central locations for recreational activities outside of school and thus, they have a high educational responsibility. Associations that take this educational responsibility seriously with regard to the prevention of sexual violence should have the opportunity to acquire a special certificate from the group. When they acquired this certificate, sports clubs were able to use the labels “We do not tolerate sexual violence!” and “We are committed to non-violent co-existence!”.

The process of certification is verified by Red card against sexualised violence in sports and includes the following action plan for each sports club:

1. The board of a sports club invites the members of the network to provide information about the certification process;
2. Red card against sexualised violence in sports is invited to a General Members Meeting of the club and provides information on the project;
3. The General Members Meeting takes the decision to engage in the prevention of sexualised violence within the sports club and to join the network by fulfilling its guidelines for prevention;

4. The General Members Meeting takes the decision to include the following or a similar sentence within its constitution: “Our sports club fights sexualised violence and engages proactively in its prevention”;
5. All staff members of the sports club sign a code of ethics that is provided by the network.
6. All staff members – including the volunteers – provide a police record check;
7. All staff members take part in a training course provided by Red card against sexualised violence in sports;
8. The parents of young club members are invited to an information meeting that is offered by Red card against sexualised violence in sports;
9. Professional coaches who are closely connected to the network offer a training programme concerning self-assertion and self-defence for young club members;
10. The club develops an intervention guideline in order to handle complaints and cases of sexualised violence. After having progressed through all the steps of the process, the sports club becomes a certified member of Red card against sexualised violence in sports.

The sports club that received the certificate enjoyed benefits such as:

- positive - for members and parents - labeling
- further training for employees
- provision of advice and crisis management by the working group
- certificate as a positive promotion/advertising of the club

All the stakeholders were local partners within the city of Cologne. In comparison to national organisations dealing with the topic, e.g., the German Sport Youth, the local network had the advantage of being close to the sports clubs and their members at the basis”.

Description’s sources:

- Rote Karte. Available at:
<https://web.archive.org/web/20200206055501/http://www.rote-karte-koeln.de/startseite.html>
- Rote Karte (n.d.). Der Arbeitskreis. Retrieved from:
<https://web.archive.org/web/20200206055524/http://www.rote-karte-koeln.de/arbeitskreis.html>
- Rote Karte (n.d.). Zertifikat „Respekt vor Grenzen – mehr Spaß im Sport“. Retrieved from:
<https://web.archive.org/web/20200206055836/http://www.rote-karte-koeln.de/zertifikat.html>

- Rote Karte (n.d.). Fundierte und nachhaltige Prävention von sexualisierter Gewalt - auch im Sport. Retrieved from:
<https://web.archive.org/web/20200206055458/http://www.rote-karte-koeln.de/praevention.html>
- Rulofs, B. (2012). Red card against sexualised violence in sports in Chroni, S., Fasting, K., Hartill, M., Knorre, N., Martin, M., Papaefstathiou, M., Rhind, D., Rulofs, B., Toftegaard, J.S., Vertommen, T., & Zurc, J., *Prevention of sexual and gender harassment and abuse in sports Initiatives in Europe and beyond*, Frankfurt: Deutsche Sportjugend im Deutschen Olympischen Sportbund e.V., p. 45-47. Retrieved from: https://www.issffm.de/fileadmin/assets/veroeffentlichungen/downloads/Prevention_of_sexual_and_gender_harassment_and_abuse_in_sports.pdf

Educational/training material and activities

Title of the best practice: CSO Guide for the Implementation of Protection and Prosperity Measures of all participants in Sports	
Type of practice: Educational/training material (Guide/toolkit)	
Country(-ies) or region of implementation: Cyprus	
Responsible organization(s): Cyprus Sports Organization (CSO)	
Year/Timeframe: 2021	
Target group(s)/Beneficiaries: Sports unions and organizations, young athletes	
Website: Papaefstathiou, M. (2021). <i>CSO Guide for the Implementation of Protection and Prosperity Measures of all participants in Sports</i> [“Οδηγός ΚΟΑ για την Εφαρμογή Μέτρων Προστασίας και Ευημερίας όλων των συμμετεχόντων στον Αθλητισμό”], Limassol: Cyprus Sports Organization. Retrieved from: https://cyprussports.org/phocadownload/AsfaleiaKaiYgeia/ATHLETE-WELFARE.pdf	Social media link(s): -
Description: The “Athlete’s Welfare Guide” includes guidelines and eight (8) main practices to be adopted by Sports Federations and be used as a base for their own actions in favor of their athletes. Cyprus Sports Organization calls on the federations to take immediate actions towards athletes’ safety and welfare. The eight practices are listed and analyzed below: 1. Declaration of intent for prosperity in sport Declaration should be clear and easy to understand, including definitions of terms such as sexual harassment and sexual abuse. It should be widely communicated through announcements and education/training, to be approved by the competent administrative body (e.g. Management Board or Executive Committee) and incorporated into the statutes and/or regulations of the Federation. In addition, it should apply to all those involved in this sport, and should result upon consultation with athletes as well as to be anthropocentric and child-centered in nature. 2. Procedures for handling incidents, concerns and reports Sports federations and sports clubs should incorporate relevant regulations into their own statutes, which address the issues of preventing and combating violence in sport. Separate reference needs to be made to child sexual abuse to ensure implementation of the 2014 legislation (see www.foni.org.cy). In cases where there is no criminal offence covered by the legislation of the Republic of Cyprus (e.g. bullying) and where a person is involved in incidents which are prohibited under the statutes of each	

sports federation (behaviors that are not consistent with the sports spirit and fair play) then the respective Judicial Committee has jurisdiction over any disciplinary sanctions that will be imposed. All sports bodies, through CSO, should have a system/protocol for reporting incidents of sexual abuse against children and sexual harassment against adults. Complaint procedures should be in line with the relevant provisions of the laws and be known and clear to all. Athletes, and other members of each federation, should be aware of their rights and obligations, where and how to report an incident and the communication channels/support services.

3. Support and Guidance

Every sports body should have at least one person responsible for welfare issues (welfare personnel) who will guide anyone, grown up or child, in relation to the support services to which he/she may be referred to. The welfare personnel will play a significant role in the application of the 8 guidelines/practices of the guide, as it will be in contact with support centres and the CSO responsible officer, and will ensure that the views of athletes and participants in the federation/sports club are taken into account in the decision-making process.

4. Education and Training

It should be supported by a holistic approach. Education/training should be compulsory for all (professional and volunteer adults in sport as well as children) and repeated every 2-3 years, in collaboration with CSO. They may cover thematic areas such as: (a) protection and welfare of children and adults in sport, (b) identification of incidents of sexual abuse of children in sport and management of harmful behaviors/gender-specific violence in sport and (c) education on gender-specific social issues and combating gender stereotypes in sport. Each federation may, in cooperation with the Cyprus Sports Organization and organizations such as non-governmental organizations/experts and government agencies, prepare information material covering information on well-being in sport tailored to children and adults.

5. Codes of Ethics and Ethical Conduct

Depending on the Sport, there may either be common ethical guidelines for all individuals associated with the sports organization concerned, or separate codes of conduct may be developed for parents, staff/volunteers and athletes. The codes of conduct for male/female coaches appear to be of first priority as a preventive measure.

6. Recruitment/Hiring Procedures

Each organization should set out clear criteria for the recruitment of professionals, as well as the selection of volunteers, to be achieved transparently. For recruitment/hiring purposes, a prerequisite prior to each selection, especially for people who will be responsible for children under the age of 18, is the presentation to the responsible sports body of a white criminal record certificate and a certificate deriving from the 2014 legislation on the prevention and treatment of sexual abuse. In the case of the recruitment/hiring of professionals (e.g. coaches), requirements obviously include the necessary diplomas (e.g. university degrees, coaching diplomas from accredited sports federations) for the specific position.

7. Forming Partnerships

The Cyprus Sports Organization promotes and encourages each federation to develop partnerships with agencies, committees and organizations, governmental and non-governmental, within Cyprus (e.g. Ministry of Education and Culture, Sport and Youth {EPAN}) and outside Cyprus (e.g. The Child Protection in Sport Unit {the CPSU}, Enlarged Partial Agreement in Sport {EPAS} – Council of Europe) which are related to welfare issues for the purpose of mentoring, planning training, information meetings, exchange/sharing of practices and suggestions.

8. Evaluation and Monitoring/Observing Each federation's action plan should be monitored for its implementation (e.g., recording mechanisms should be maintained for evaluation purposes). It is good practice to include timetables for the implementation of the 8 measures/practices targeting their more efficient handling and dissemination. The protection and welfare measures/practices of athletes and all participants in sport should be reviewed and updated on a regular basis, depending on the variations and possible arrangements of the federation and/or CSO policy.

Description's sources:

- Cyprus Sports Organization. Retrieved from: <https://cyprussports.org/gr/>
- Papaefstathiou, M. (2021). *CSO Guide for the Implementation of Protection and Prosperity Measures of all participants in Sports* ["Οδηγός ΚΟΑ για την Εφαρμογή Μέτρων Προστασίας και Ευημερίας όλων των συμμετεχόντων στον Αθλητισμό"], Limassol: Cyprus Sports Organization. Retrieved from: <https://cyprussports.org/phocadownload/AsfaleiaKaiYgeia/ATHLETE-WELFARE.pdf>

Title of the best practice: Harassment and Abuse in Sport (SHA)	
Type of practice: Educational/awareness material (online)	
Country(-ies) or region of implementation: International	
Responsible organization(s): International Olympic Committee	
Year/Timeframe: since 2012	
Target group(s)/Beneficiaries: Sport organisations, coaches and athletes	
Website: International Olympic Committee (n.d.) Harassment and abuse in sport. Retrieved from: https://olympics.com/ioc/safe-sport/sexual-harrassment-and-abuse	Social media link(s): -
Description The subsection Sexual Harassment and Abuse of the Committee’s official website, is targeted at sport organisations, coaches and athletes. It aims at informing and educating about sexual harassment and abuse as well as homophobia, hazing and gender harassment. It is available in 2 languages (English, French) in order to increase its dissemination potential. The website includes definitions, effects of the aforementioned behaviors/actions as well as case studies describing different scenarios to learn how to recognize risk factors, properly respond and seek for support. Prevention measures are also made available on the website.	

Description’s sources:

- Council of Europe (2016 November). Gender-based violence in sport Factsheet. Retrieved from: <https://rm.coe.int/bis-factsheet-gender-equality-sport-violence-en/1680714c0c>
- International Olympic Committee (n.d.) Harassment and abuse in sport. Retrieved from: <https://olympics.com/ioc/safe-sport/sexual-harrassment-and-abuse>

Title of the best practice: Guidelines to prevent sexual harassment and abuse in sports



Type of practice: Educational/training material (Guidelines and videos)	
Country(-ies) or region of implementation: Norway	
Responsible organization(s): Norwegian Olympic and Paralympic committee and confederation of sports	
Year/Timeframe: since 2010	
Target group(s)/Beneficiaries: Sports clubs and their staff (e.g. coaches etc.)	
<p>Website:</p> <ul style="list-style-type: none"> Norwegian Olympic and Paralympic committee and confederation of sports (2010). <i>Guidelines to prevent sexual harassment and abuse in sports</i>. Retrieved from: https://www.idrettsforbundet.no/siteassets/idrettsforbundet/tema/retningslinjer/brosjyre_seksuell-trakassering_engelsk_web.pdf Norwegian Olympic and Paralympic committee and confederation of sports (2010). Sexual harassment and abuse [Seksuell trakassering og overgrep]. Retrieved from: https://www.idrettsforbundet.no/tema/retningslinjer/seksuell-trakassering-og-overgrep/ 	<p>Social media link(s):</p> <ul style="list-style-type: none"> https://www.youtube.com/watch?v=W1-TNd-XhUI https://www.youtube.com/watch?v=3xxsk-VPuDk https://www.youtube.com/watch?v=5AgRvA6kLpo https://www.youtube.com/watch?v=zsY97gaJaYU https://www.youtube.com/watch?v=1RPW01jrcGE
<p>Description:</p> <p>In 2010, the Norwegian Olympic and Paralympic committee and confederation of sports introduced basic guidelines against sexual harassment and abuse which are applied throughout Norwegian sports. The guidelines are available for free online in both English and Norwegian language. They cover the following basic three topics:</p> <ul style="list-style-type: none"> the concept of sexual harassment and sexual abuse – definitions, forms and effects prevention measures against sexual harassment and abuse in sports response to cases of sexual harassment and sexual abuse in sports <p>The first ever guidelines to prevent sexual harassment in sports had been adopted by the Executive Board of the Norwegian Olympic and Paralympic Committee and Confederation of Sports (NIF) in 2001. In 2008, NIF’s Women’s Committee¹ fronted an initiative to revise the Guidelines and to update NIF’s information in the area. The reason for this was new research and knowledge in the field, adjustments regarding new public guidelines and decisions, actual cases and NIF’s introduction into sports, of a police certificate of good conduct. The most important changes from previous guidelines are the following:</p> <ol style="list-style-type: none"> The guidelines have been extended to apply to sexual abuse The advice and recommendations for behavior and handling have become clearer 	



3. Definitions and explanations, documentation, prevention and handling are compiled in a guide that complements and justifies the guidelines

4. NIF's policy and goals have become clearer.

There has been extensive involvement and quality assurance of both the guidelines and the guide:

- NIF's women's committee 2009
- NIF's organizational department - legal assessments
- The Gender Equality Ombudsman (LDO)
- Regional resource center on violence, traumatic stress and suicide prevention (RVTS) in Agder Norwegian Sports Academy (Professor Kari Fasting) has contributed to the formulation of the guidelines and the Regional Resource Center in Agder (RVTS) has provided input and quality assurance.

Finally, in the context of tackling sexual harassment and abuse in Norwegian sports, 5 short educational/awareness videos regarding the “coach’s responsibility” towards the athletes and against sexual harassment in sports have been produced and are available on YouTube since 2013.

Description’s sources:

- Norwegian Olympic and Paralympic committee and confederation of sports (2010). *Guidelines to prevent sexual harassment and abuse in sports*. Retrieved from: https://www.idrettsforbundet.no/siteassets/idrettsforbundet/tema/retningslinjer/brosjyre_seksuell-trakassering_engelsk_web.pdf
- Norwegian Olympic and Paralympic committee and confederation of sports (2010). Sexual harassment and abuse [Seksuell trakassering og overgrep]. Retrieved from: <https://www.idrettsforbundet.no/tema/retningslinjer/seksuell-trakassering-og-overgrep/>

Title of the best practice: Play by the Rules – making sport inclusive safe and fair.	
Type of practice: Educational/Training material	
Country(-ies) or region of implementation: Australia	
Responsible organization(s): Play by the Rules South Australian Department for Sport and Recreation	
Year/Timeframe: since 2001	
Target group(s)/Beneficiaries: sports organisations	
<p>Website:</p> <p style="text-align: center;">Play by the Rules. Retrieved from: https://www.playbytherules.net.au/</p> <ul style="list-style-type: none"> ● Play by the Rules (n.d.). Complaints Handling. Retrieved from: https://www.playbytherules.net.au/complaints-handling ● Play by the Rules (n.d.). Conduct and Behaviour. Retrieved from: https://www.playbytherules.net.au/conduct-and-behaviour ● Play by the Rules (n.d.). Got an Issue. Retrieved from: https://www.playbytherules.net.au/got-an-issue ● Play by the Rules (n.d.). Online Courses. Retrieved from: https://www.playbytherules.net.au/online-courses ● Play by the Rules (n.d.). Resources. Retrieved from: https://www.playbytherules.net.au/resources 	<p>Social media:</p> <p>https://www.facebook.com/playbytherules/</p>
<p>Description:</p> <p>“Play by the Rules was first developed by the South Australian Department for Sport and Recreation in 2001 as an interactive education and information website (www.playbytherules.net.au) on discrimination, harassment and child protection in sport. Over the years, as more agencies have seen the need to promote Play by the Rules, they have joined partners and helped by contributing funds, content and in-kind support.</p> <p>Play by the Rules serves as a hub for anyone involved in sport on training, resources and advice relating to, along with the other issues it focuses on, discrimination, sexual harassment and child protection in sport. Its aim is to build the capacity and capability of sports organisations to prevent and manage discrimination, harassment and child-safety issues in sport. Play by the Rules encourages sports organisations to develop and implement policies, procedures and systems on inclusion, welfare to make sport a more inclusive, safe, and fair space for all. National campaigns</p>	



featuring radio and television community service announcement ads, utilizing national sporting icons, are also extending positive sporting messages more broadly to the general community.

The play by the rules portal includes a number of sections covering different needs:

- “Got an Issue” section: this section provides information on commonly occurring issues in sport – e.g., bullying, inclusion and diversity, girls playing in boys teams etc. - child safety including what the law says about the matter, and provides practical ideas by your role (e.g., coach) about ‘what to do now’ and ‘what to do next’.
- “Resources” section: it includes a wide range of free downloadable resources – e.g., interactive scenarios on topical issues and challenges occurring in sport, infographics addressing issues that impact on safe, fair and inclusive sport, safe, fair and inclusive case studies – for sports organizations
- “Complaint and handling” section: information, online courses and guidelines regarding making complaint procedures, dealing with complaints, meeting with the peoples involved tec.
- “Online courses” section: free online training courses on some of the most important topics in sport, including child protection, harassment and discrimination and complaint handling, for everyone involved in sport and recreation organisations, including coaches, administrators, officials, players, parents and spectators.
- “Conduct and Behavior” section: guidelines for coaches, officials, parents, players, committees in order to adopt positive attitudes and conduct thus create a sports environment free of verbal, written, physical or emotional pressure, abuse, taunting, poor sportsmanship, foul language, harassment, bullying, victimization during play, on the sidelines, at training, in the clubhouse or outside of the sporting arena.

Play by the Rules is now a unique collaboration between Sport Integrity Australia, Sport Australia, Australian Human Rights Commission, all state and territory departments of sport and recreation, all state and territory anti-discrimination and human rights agencies, the Office of the Children’s Guardian (NSW) and the Anti-Discrimination Board of NSW. In total, twenty organisations support Play by the Rules’ policies and resources within their child welfare, antidiscrimination, and inclusion programmes. These partners collate resources and research on inclusion, integrity, safety and child protection in sport to enhance knowledge of these issues. This is distributed through their networks, and through radio and television advertisements and promotional materials, such as free posters, fliers and an online magazine. Australian athletes support the initiative by participating in advocacy campaigns.

Play by the Rules is governed by a national Management Committee, made up of partners from the sport and recreation and human rights agencies”.

Description's sources:

- Council of Europe – Pro Safe Sport (n.d.). Developing educational programmes. Retrieved from:
<https://pip-eu.coe.int/en/web/pss/educational-programmes>
- Council of Europe – Pro Safe Sport (n.d.). PLAY BY THE RULES: INFORMATION HUB ON INCLUSIVE, SAFE AND FAIR SPORT. Retrieved from: <https://rm.coe.int/pss-description-practice-austria-play-by-the-rules-information-hub-on-/1680770fda>
- Play by the Rules (n.d.). About Play by the Rules. Retrieved from: <https://www.playbytherules.net.au/about-pbtr>
- Play by the Rules (n.d.). Complaints Handling. Retrieved from: <https://www.playbytherules.net.au/complaints-handling>
- Play by the Rules (n.d.). Conduct and Behaviour. Retrieved from: <https://www.playbytherules.net.au/conduct-and-behaviour>
- Play by the Rules (n.d.). Got an Issue. Retrieved from: <https://www.playbytherules.net.au/got-an-issue>
- Play by the Rules (n.d.). Online Courses. Retrieved from: <https://www.playbytherules.net.au/online-courses>
- Play by the Rules (n.d.). Resources. Retrieved from: <https://www.playbytherules.net.au/resources>

Title of the best practice: Allowed to Care, Allowed to Intervene. Gender and sexual harassment in sports	
Type of practice: Educational/training material (Guide)	
Country(-ies) or region of implementation: Finland	
Responsible organization(s): Finnish Sports Federation	
Year/Timeframe: since 2002 (2002 written, 2010 revised, 2017 and 2019 updated – still in use)	
Target group(s)/Beneficiaries: athletes’ parents, coaches, instructors, sport club leaders, and others with responsibility for children and young people’s sport	
Website:	Social media link(s):
<ul style="list-style-type: none"> • Tuunainen, S. & Kuosmanen, S. (2017). Allowed to Care, Allowed to Intervene. Gender and sexual harassment in sports [Lupa välittää – lupa puuttua Sukupuolinen ja seksuaalinen häirintä urheilussa], Helsinki: Suomen Olympiakomitea. Retrieved from: https://storage.googleapis.com/valo-production/2017/06/lupa-valittaa-lupa-puuttua-2017.pdf • Ruotsalainen, S., Porras, K., Hättinen, J. & Laine, E. (2019). Allowed to Care, Allowed to Intervene. Gender and sexual harassment in sports [Lupa välittää – lupa puuttua Sukupuolinen ja seksuaalinen häirintä urheilussa], Helsinki: Suomen Olympiakomitea. Retrieved from: https://www.olympiakomitea.fi/uploads/2019/10/64dcb932-lupa-valittaa-lupa-puuttua.pdf 	-
Description:	
<p>“In 2001, the Council of Europe Committee for the Development of Sport asked the Finnish Sports Federation (SLU) to organise an international seminar on the prevention of sexual harassment and the abuse of women and children in sport. The seminar highlighted the lack of action to address these problems. The SLU agreed to lead on policy development and formed a working group of secretary-generals of SLU member organisations, which proposed a guide for adults in sport on the prevention of sexual harassment and abuse. Representatives of the Finnish sports community and experts on sexual violence, gender equality, and child protection helped develop this guide. <i>Allowed to Care, Allowed to Intervene. Gender and sexual harassment in sports</i> was the first guide in Finland on the prevention and management of sexual harassment and child abuse in sport. It was published in 2002 by the Finnish Sports Federation and was developed by a working group of representatives of the Finnish sports community and experts on sexual violence, gender equality,</p>	

and child protection. The guide has since been revised and updated – revised in 2010, updated in 2011, 2017 and 2019 - and is still used in Finnish sports organisations.

The guide aims to increase stakeholders’ knowledge and understanding of sexual harassment and child abuse in sport. The guide defines sexual harassment and abuse in sport, explains the principles underpinning adult-child athlete interactions and appropriate coach-child athlete relationships, and offers guidelines for individuals and sports clubs on the development of ethical sports culture. It also provides information on the mechanisms for managing suspected sexual harassment, abuse or other unethical behavior, and includes an educational tool for identifying and raising awareness of various forms of sexual harassment and abuse in sport.

In total, (at least) 20,000 printed copies of the guide have been distributed to Finnish Sports Federation’s member organisations and, in turn, passed on to affiliated bodies. A survey by a Finnish television channel in 2005 found that 40% of grassroots sports clubs were aware of the guide.

It is believed to have helped raise awareness of sexual harassment and abuse in sport and has kick started discussions on the topic at national and grassroots level. The guide has purposefully been written in accessible language and in a way that makes it relevant to the entire Finnish sports community regardless of sports discipline. Thus, ‘Allowed to Care, Allowed to Intervene’ serves as a useful one-stop shop for everyone in sport for advice and guidance on sexual harassment and abuse in sport in Finland. This uncomplicated approach also means that advice and guidelines for sport stakeholders and clubs on the prevention and management of sexual harassment and abuse in sport are standardized among those that follow the ‘Allowed to Care, Allowed to Intervene’ guide”.

Description’s resources:

- Council of Europe – Pro Safe Sport (n.d.). ALLOWED TO CARE, ALLOWED TO INTERVENE GUIDE. Retrieved from:
<https://rm.coe.int/pss-description-practice-finland-allowed-to-care-allowed-to-intervene-/1680770fdc>
- Mergaert, L., Arnaut, C., Vertommen, T. & Lang, M. (2016). *Study on gender-based violence in sport*, Luxembourg: Publications Office of the European Union, p. 55-59. Retrieved from:
https://ec.europa.eu/assets/eac/sport/library/studies/gender-based-violence-sport-study-2016_en.pdf

- Tuunainen, S. & Kuosmanen, S. (2017). *Allowed to Care, Allowed to Intervene. Gender and sexual harassment in sports [Lupa välittää – lupa puuttua Sukupuolinen ja seksuaalinen häirintä urheilussa]*, Helsinki: Suomen Olympiakomitea. Retrieved from:
<https://storage.googleapis.com/valo-production/2017/06/lupa-valittaa-lupa-puuttua-2017.pdf>
- Ruotsalainen, S., Porras, K., Hättinen, J. & Laine, E. (2019). *Allowed to Care, Allowed to Intervene. Gender and sexual harassment in sports [Lupa välittää – lupa puuttua Sukupuolinen ja seksuaalinen häirintä urheilussa]*, Helsinki: Suomen Olympiakomitea. Retrieved from:
<https://www.olympiakomitea.fi/uploads/2019/10/64dcb932-lupa-valittaa-lupa-puuttua.pdf>



Title of the best practice: Sport with Boundaries: Preventing Sexual Violence in Sport Using the Flag System	
Type of practice: Educational/training material (Guide/toolkit)	
Country(-ies) or region of implementation: Belgium	
Responsible organization(s): International Centre Ethics in Sports (ICES)	
Year/Timeframe: since 2012	
Target group(s)/Beneficiaries: professional staff and volunteers in sport organisations	
Website: Centrum Ethiek in de Sport vzw ICES (n.d.). Sport met grenzen. Retrieved from: http://www.ethicsandsport.com/sport_met_grenzen	Social media link(s): https://www.youtube.com/watch?v=ze7pEKLAs-M
Description: <p>“In February 2012, the Flemish ministers for Sport, Youth, Education and Welfare signed a ‘Declaration of Commitment on the protection of children’s physical and sexual integrity’, prompting the implementation of prevention initiatives in Flemish sport organisations. Soon after signing the Declaration of Commitment, the Flemish sport authorities subsidised the International Centre Ethics in Sports (ICES) to provide expertise related to ethical sport practices, including the issues of integrity, sexual abuse and violence. ICES took up its role of supporting sport federations in developing ethical policies, providing substantive guidance, and designing and delivering tools, education and workshops.</p> <p>ICES’ first choice of action was to create a sport-specific version of the ‘Framework for Sexuality and Policy’ developed by Sensoa (an expertise centre in sexual health and Child Focus (an NGO for missing and sexually exploited children). The framework targets professional staff of sport organisations and offers a comprehensive toolbox with 11 different instruments offering an integral approach to safeguarding the physical and sexual integrity of athletes. It emphasises the need for a protective environment that allows for the normal, positive aspects of the young athlete’s sexual development. The tools to facilitate the implementation of the prevention policy framework include a competency checklist, a profile outline for an integrity contact person, a code of conduct, a list of risk factors, and an action protocol.</p> <p>One of the tools in the framework is the Flag System. The aim of the Flag System is to help adults to identify and aptly respond to inappropriate behaviour between adults and young (underage) athletes and among peers. The system includes a practical toolkit consisting of playing cards with pictograms of undesirable behaviours together with brief situational descriptions. The toolkit is based on both experiential and social learning theories emphasising a problem-based cognitive</p>	

approach to planning future behaviour on the basis of past knowledge/experience and a client-centred approach to communication and the use of shared experiences. The Flag System is a key tool because of it is a positive and pro-active approach to behaviour change.

To help professionals assess the appropriateness of different sexual behaviours, the Flag System relies on three criteria: consent, equality and free will. When each criterion is fulfilled, the behaviour can be classified as healthy. Although the three criteria help set the essential conditions for positive sexual interactions, they do not suffice. Sensoa therefore introduced three additional criteria to guarantee appropriate and non-damaging sexual behaviour: age and developmental appropriateness, context appropriateness, and self-respect. Other than judging behaviour as 'OK' or 'not OK', the Flag System proposes a four-flag scale, with flag colours ranging from green (entirely appropriate/acceptable), over yellow (slightly inappropriate/undesirable), red (inappropriate/unacceptable) to black (entirely inappropriate/unlawful). Based on the assessment of each criterion and the total sum and severity of the transgressions, an overall rating, i.e. flag, is assigned, with a green flag indicating that the sexual behaviour meets all six criteria and thus is fully acceptable, or yellow when there have been occasional, minor transgressions on one or several criteria (e.g. inappropriate verbal or nonverbal sexual interactions or harassment) that may warrant attention. A red flag signals more serious or repeated transgressions and lesser acts of sexual abuse (e.g. inappropriate touching), while the black flag is equivalent to seriously harmful sexual behaviour and (severe) sexual abuse (e.g. sexual assault, (attempted) rape). Drawing from the available research on children's sexual development in Western countries, the Flag System manual provides a list of developmentally appropriate behaviours for children (age range 2 – 17) to assist users in assessing the 'normality' of sexual behaviours according to the corresponding age group. Together with different stakeholder in Flemish sport, Sensoa and ICES developed a unique version of the Flag System for sport. Instead of using 'general' examples (such as parent-child or teacher-pupil behaviours), the sport flag system uses typical examples from the setting of sport (i.e. interactions between coaches and athletes, and among athletes). While the underlying theory and methodology is identical, a specific version for the context of sport will make users more familiar with the instrument.

ICES developed a webpage with a recognisable URL that contains all information on the project (theme, tools, seminars, etc.). Additionally, a humorous promotional video was launched to attract the attention of sport organisations (available on YouTube and other social media channels). The information campaign was set up in three stages. First, major sports and umbrella organisations were informed and requested to communicate the project to their member organisations. Second, sports federations (34 from a total of 95) received information about the subject, the purpose, the problems and the instruments during a seminar on integrity in sport. Third, municipal sports services (212 from a total of 308) were informed in a plenary session of their annual Flemishwide conference. The toolkit materials and background information were made freely available during these events. Sports federations and municipal sports services were urged by ICES to promote the

Flag System to their members (i.e. the sports clubs). They were encouraged to post information on their websites, to incorporate the project in newsletters, and to raise awareness about the toolbox at meetings. In the first year, ICES organised 19 flag system workshops with an accumulated attendance of 282 participants (sport organisation administrators, coaches, parents). Additionally, a training-of-trainers workshop (TOT) was staged to enable participants to organise workshops themselves, while relying on the support provided by ICES. During the workshops, participants are also consistently made aware of other policy instruments within the framework to allow them to get acquainted with the wide range of available measures. The practical toolkit, educational material and ICES' support services relating to the Flag System and the other tools are clear examples of a hands-on implementation strategy that strongly facilitates actions at the grassroots level. The resources serve as incentives to help all parties involved to deal with sexuality issues in the context of organised sport. Additionally, the toolkit materials are based on 'real life' examples and in part developed in cooperation with administrators from and experienced in their particular field of sports to increase self-identification and reduce the mobilisation of inhibiting defence mechanisms. All examples are closely linked to a policy initiative in the toolkit, emphasising the complementarity of all instruments. Children were also consulted during the development of the 'mother' version of the 'flag system'. Based on the 'first users' feedback, a second version of the flag system and other instruments and measures was released in 2014 taking into account minority groups, such as disabled or migrant athletes. By February 2016, 1600 packages of the flag system and policy manual were distributed to sport organisation members in Flanders. The tools were presented during 10 sport events (e.g. exhibitions), and featured in two magazine articles, in a newspaper and in a TV show. Promotional materials (such as door hangers) were distributed and ordered via the website (6250 page views since). During the first years of development and implementation (2012-2014) the 'sport with boundaries' project received 107,000€ funding through the Flemish Ministry of Sport. Since 2014, ICES is structurally funded by the decree on healthy and ethical sports (20 December 2013), and the implementation of the 'sport with boundaries' initiatives became a structural part of the overall tasks of the organisation. The workshops are being offered and charged via official programmes (Flemish Coach School, and Dynamo Project – a support system for voluntary sport organisations). The 'flag system' package can be ordered via the ICES website, at a price of 24€. No additional external funding is needed to continue the implementation of the project.

The implementation of the general Flag System methodology has proven to be successful in the Netherlands, Ecuador, Australia and the UK".

Description' s sources:

- Council of Europe – Pro Safe Sport (n.d.). SPORT WITH BOUNDARIES: THE FLAG SYSTEM.

Retrieved from:

<https://rm.coe.int/pss-description-practice-belgium-flanders-sport-with-boundaries-the-fl/1680770fdb>

- Mergaert, L., Arnaut, C., Vertommen, T. & Lang, M. (2016). Study on gender-based violence in sport, Luxembourg: Publications Office of the European Union, ANNEX 4.

Retrieved from:

https://ec.europa.eu/assets/eac/sport/library/studies/gender-based-violence-sport-study-2016_en.pdf



Title of the best practice: Safe Sport - Protection of Children and Adolescents in Organized Sport in Germany	
Type of practice: Educational/training material (Guidelines)	
Country(-ies) or region of implementation: Germany	
Responsible organization(s): German sports youth in German Olympic Sports Confederation (DOSB), German Sport University of Cologne, Ulm University Hospital	
Year/Timeframe: 2018	
Target group(s)/Beneficiaries: Sports clubs, state sports federations, leading associations, associations with special tasks, supportive system in youth elite sport	
<p>Website:</p> <p>Deutsche Olympische Sportbund DOSB (n.d.). PROTECTION OF CHILDREN & ADOLESCENTS IN SPORTS [SCHUTZ VON KINDERN & JUGENDLICHEN IM SPORT]. Retrieved from: https://safesport.dosb.de/</p> <p>Deutsche Sportjugend (n.d.). Research project: »Safe Sport« [Forschungsprojekt: »Safe Sport«]. Retrieved from: https://www.dsj.de/index.php?id=642</p> <p>Research project "Safe Sport" Project flyer [Forschungsprojekt »Safe Sport« Projekt-Flyer]. Retrieved from: https://www.dsj.de/fileadmin/user_upload/Handlungsfelder/Praevention_Intervention/sexualisierte_Gewalt/Flyer_Safe_Sport_20160225.pdf</p> <ul style="list-style-type: none"> • Deutsche Sporthochschule Köln, Universitätsklinikum Ulm & Deutsche Sportjugend (2018). <i>Recommendations for action for state sports associations to prevent and intervene in the event of sexual violence in sport developed by the "Safe Sport" research association [Handlungsempfehlungen für Landessportbünde zur Prävention von und Intervention bei sexualisierter Gewalt im Sport entwickelt durch den Forschungsverbund »Safe Sport«]</i>. Retrieved from: https://www.dsj.de/fileadmin/user_upload/Handlungsfelder/Praevention_Intervention/sexualisierte_Gewalt/Safe_Sport_Handlungsempfehlungen_LSB.pdf • Deutsche Sporthochschule Köln, Universitätsklinikum Ulm & Deutsche Sportjugend (2018). <i>Recommendations for action for leading associations to prevent and intervene in the event of sexual violence in sport developed by the "Safe Sport" research association [Handlungsempfehlungen für Spitzenverbände zur Prävention von und Intervention bei sexualisierter Gewalt im Sport entwickelt durch den Forschungsverbund »Safe Sport«]</i>. Retrieved from: 	<p>Social media link(s):</p> <p>-</p>

[https://www.dsj.de/fileadmin/user_upload/Handlungsfelder/Praevention Intervention/sexualisierte Gewalt/Safe Sport Handlungsempfehlungen SV.pdf](https://www.dsj.de/fileadmin/user_upload/Handlungsfelder/Praevention_Intervention/sexualisierte_Gewalt/Safe_Sport_Handlungsempfehlungen_SV.pdf)

- Deutsche Sporthochschule Köln, Universitätsklinikum Ulm & Deutsche Sportjugend (2018). *Recommendations for action for sports clubs to prevent and intervene in the event of sexual violence in sport developed by the "Safe Sport" research association [Handlungsempfehlungen für Sportvereine zur Prävention von und Intervention bei sexualisierter Gewalt im Sport entwickelt durch den Forschungsverbund »Safe Sport«]*. Retrieved from:
[https://www.dsj.de/fileadmin/user_upload/Handlungsfelder/Praevention Intervention/sexualisierte Gewalt/Safe Sport Handlungsempfehlungen Sportvereine.pdf](https://www.dsj.de/fileadmin/user_upload/Handlungsfelder/Praevention_Intervention/sexualisierte_Gewalt/Safe_Sport_Handlungsempfehlungen_Sportvereine.pdf)
- Deutsche Sporthochschule Köln, Universitätsklinikum Ulm & Deutsche Sportjugend (2018). *Recommendations for action for associations with special tasks to prevent and intervene in the event of sexual violence in sport developed by the "Safe Sport" research association [Handlungsempfehlungen für Verbände mit besonderen Aufgaben zur Prävention von und Intervention bei sexualisierter Gewalt im Sport entwickelt durch den Forschungsverbund »Safe Sport«]*. Retrieved from:
[https://www.dsj.de/fileadmin/user_upload/Handlungsfelder/Praevention Intervention/sexualisierte Gewalt/Safe Sport Handlungsempfehlungen VmbA.pdf](https://www.dsj.de/fileadmin/user_upload/Handlungsfelder/Praevention_Intervention/sexualisierte_Gewalt/Safe_Sport_Handlungsempfehlungen_VmbA.pdf)
- Deutsche Sporthochschule Köln, Universitätsklinikum Ulm & Deutsche Sportjugend (2018). *Recommendations for action for the supportive system in youth elite sport to prevent and intervene in the event of sexual violence in sport developed by the "Safe Sport" research association [Handlungsempfehlungen für Verbundsystem Nachwuchsleistungssport zur Prävention von und Intervention bei sexualisierter Gewalt im Sport entwickelt durch den Forschungsverbund »Safe Sport«]*. Retrieved from:
[https://www.dsj.de/fileadmin/user_upload/Handlungsfelder/Praevention Intervention/sexualisierte Gewalt/Safe Sport Handlungsempfehlungen Verbundsystem NW LS.pdf](https://www.dsj.de/fileadmin/user_upload/Handlungsfelder/Praevention_Intervention/sexualisierte_Gewalt/Safe_Sport_Handlungsempfehlungen_Verbundsystem_NW_LS.pdf)

Description:

German sports youth in German Olympic Sports Confederation (DOSB) together with German Sport University of Cologne and the Ulm University Hospital - and with the support of the Federal Ministry of Education and Research – have developed recommendations for sports clubs, state sports associations, leading associations, associations with special tasks and for the supportive system in youth elite sport, aiming at creating a safe sports environment for children and young people free from sexual violence. Guidelines for each of the aforementioned 5 target groups are available for free online. All guidelines cover the following topics:

- Conditions and structures for the implementation of preventive measures



- Club culture, values and attitudes
- Formal framework and rules
- Networking and support
- Quality characteristics for the concrete implementation of the prevention of and intervention in the event of sexual violence.

These recommendations are based on the findings of the research project “Safe Sport - Protection of Children and Young People in Organized Sport in Germany” which was implemented during 2014-2017.

The project’s objectives were:

- conduct a Survey regarding the extent and the forms of sexual violence in sport
- analyze the conditions and causes of the phenomenon’s emergence
- develop and inventory of child protection measures in sport
- further develop the previous preventive measures.

Description’s resources:

- Deutsche Sporthochschule Köln, Universitätsklinikum Ulm & Deutsche Sportjugend (2018). *Recommendations for action for state sports associations to prevent and intervene in the event of sexual violence in sport developed by the "Safe Sport" research association [Handlungsempfehlungen für Landessportbünde zur Prävention von und Intervention bei sexualisierter Gewalt im Sport entwickelt durch den Forschungsverbund »Safe Sport«]*.

Retrieved from:

[https://www.dsj.de/fileadmin/user_upload/Handlungsfelder/Praevention Intervention/sexualisierte Gewalt/Safe Sport Handlungsempfehlungen LSB.pdf](https://www.dsj.de/fileadmin/user_upload/Handlungsfelder/Praevention_Intervention/sexualisierte_Gewalt/Safe_Sport_Handlungsempfehlungen_LSB.pdf)

- Deutsche Olympische Sportbund DOSB (n.d.). PROTECTION OF CHILDREN & ADOLESCENTS IN SPORTS [SCHUTZ VON KINDERN & JUGENDLICHEN IM SPORT]. Retrieved from: <https://safesport.dosb.de/>
- Deutsche Sporthochschule Köln, Universitätsklinikum Ulm & Deutsche Sportjugend (2018). *Recommendations for action for leading associations to prevent and intervene in the event of sexual violence in sport developed by the "Safe Sport" research association [Handlungsempfehlungen für Spitzenverbände zur Prävention von und Intervention bei*



sexualisierter Gewalt im Sport entwickelt durch den Forschungsverbund »Safe Sport«].

Retrieved from:

https://www.dsj.de/fileadmin/user_upload/Handlungsfelder/Praevention Intervention/sexualisierte Gewalt/Safe Sport Handlungsempfehlungen SV.pdf

- Deutsche Sporthochschule Köln, Universitätsklinikum Ulm & Deutsche Sportjugend (2018). *Recommendations for action for sports clubs to prevent and intervene in the event of sexual violence in sport developed by the "Safe Sport" research association* [Handlungsempfehlungen für Sportvereine zur Prävention von und Intervention bei sexualisierter Gewalt im Sport entwickelt durch den Forschungsverbund »Safe Sport«].

Retrieved from:

https://www.dsj.de/fileadmin/user_upload/Handlungsfelder/Praevention Intervention/sexualisierte Gewalt/Safe Sport Handlungsempfehlungen Sportvereine.pdf

- Deutsche Sporthochschule Köln, Universitätsklinikum Ulm & Deutsche Sportjugend (2018). *Recommendations for action for associations with special tasks to prevent and intervene in the event of sexual violence in sport developed by the "Safe Sport" research association* [Handlungsempfehlungen für Verbände mit besonderen Aufgaben zur Prävention von und Intervention bei sexualisierter Gewalt im Sport entwickelt durch den Forschungsverbund »Safe Sport«]. Retrieved from:

https://www.dsj.de/fileadmin/user_upload/Handlungsfelder/Praevention Intervention/sexualisierte Gewalt/Safe Sport Handlungsempfehlungen VmbA.pdf

- Deutsche Sporthochschule Köln, Universitätsklinikum Ulm & Deutsche Sportjugend (2018). *Recommendations for action for the supportive system in youth elite sport to prevent and intervene in the event of sexual violence in sport developed by the "Safe Sport" research association* [Handlungsempfehlungen für Verbundsystem Nachwuchsleistungssport zur Prävention von und Intervention bei sexualisierter Gewalt im Sport entwickelt durch den Forschungsverbund »Safe Sport«]. Retrieved from:

https://www.dsj.de/fileadmin/user_upload/Handlungsfelder/Praevention_Intervention/sexualisierte_Gewalt/Safe_Sport_Handlungsempfehlungen_Verbundsystem_NWLS.pdf

- Deutsche Sportjugend (n.d.). Research project: »Safe Sport« [Forschungsprojekt: »Safe Sport«]. Retrieved from: <https://www.dsj.de/index.php?id=642>
- Research project "Safe Sport" Project flyer [Forschungsprojekt »Safe Sport« Projekt-Flyer]. Retrieved from:
https://www.dsj.de/fileadmin/user_upload/Handlungsfelder/Praevention_Intervention/sexualisierte_Gewalt/Flyer_Safe_Sport_20160225.pdf



Title of the best practice: Safeguarding athletes from harassment and abuse in sport. IOC Toolkit for IFs and NOCs	
Type of practice: Guide/toolkit	
Country(-ies) or region of implementation: International	
Responsible organization(s): International Olympic Committee	
Year/Timeframe: 2017	
Target group(s)/Beneficiaries: NOCs and IFs. Intended audiences includes administrators, coaches, parents and athletes involved in organised sport	
Website: Burrows, K. (2017). <i>Safeguarding athletes from harassment and abuse in sport. IOC Toolkit for IFs and NOCs</i> , Lausanne: International Olympic Committee. Retrieved from: https://library.olympics.com/Default/doc/SYRACUSE/171450/safeguarding-athletes-from-harassment-and-abuse-in-sport-ioc-toolkit-for-ifs-and-nocs-related-to-cre?lg=en-GB	Social media link(s): -
Description: <p>“This toolkit aims to assist National Olympic Committees (NOCs) and International Federations (IFs) in the development of policies and procedures to safeguard athletes from harassment and abuse in sport. The toolkit was developed in collaboration with a Virtual Task Force (VTF), made up of representatives from IFs and NOCs, the IOC prevention of harassment and abuse in sport working group, and in collaboration with experts and organisations both inside and outside of the Olympic Movement. This is to ensure that the recommendations in this toolkit are accurate, relevant and applicable.</p> <p>This toolkit is intended to be a step-by-step guide to implementing a safeguarding policy, underpinned by case studies, research, best practice guidelines, templates, and an online course. In order to ensure that the steps laid out in this toolkit are user-friendly to implement, we have provided, where possible, suggestions and documentation which may be used to support your safeguarding policy. Additionally, the Athlete Safeguarding course, provided via the IOC Athletes’ Learning Gateway, is free and accessible to all. Furthermore, specific suggestions in the toolkit have been broken down using a bronze, silver, gold format. This is in order to demonstrate what is considered as best practice (Gold) and which are the minimum requirements as indicated in the IOC Guidelines (Bronze). This format attempts to ensure universality in the possibility to implement the suggestions detailed in the toolkit, taking into account differing factors internal to sports organisations”.</p>	

Description's sources:

- Burrows, K. (2017). *Safeguarding athletes from harassment and abuse in sport. IOC Toolkit for IFs and NOCs*, Lausanne: International Olympic Committee. Retrieved from: <https://library.olympics.com/Default/doc/SYRACUSE/171450/safeguarding-athletes-from-harassment-and-abuse-in-sport-ioc-toolkit-for-ifs-and-nocs-related-to-cre?lg=en-GB>



Title of the best practice: Sexual Violence Prevention: An Athletics Tool Kit for a Healthy and Safe Culture – Second Edition	
Type of practice: Guide/toolkit	
Country(-ies) or region of implementation: USA	
Responsible organization(s): National Collegiate Athletic Association (NCAA)	
Year/Timeframe: 2016 (1 st edition), 2019 (2 nd updated edition)	
Target group(s)/Beneficiaries: NCAA member schools	
<p>Website:</p> <ul style="list-style-type: none"> • NCAA Sport Science Institute (n.d.). Sexual Violence Prevention Tool Kit. Retrieved from: https://www.ncaa.org/sport-science-institute/sexual-violence-prevention-tool-kit • NCAA Sport Science Institute (2019). <i>SEXUAL VIOLENCE PREVENTION An Athletics Tool Kit for a Healthy and Safe Culture</i>, Second Edition. Retrieved from: https://ncaaorg.s3.amazonaws.com/ssi/violence/SSI_SexualViolencePreventionToolkit.pdf 	<p>Social media link(s):</p> <p>https://www.facebook.com/ncaa1906/</p>
<p>Description</p> <p>The purpose of this resource is to help NCAA member schools develop and promote a culture on campus that is free from violence – one that values, respects and defends the dignity of all people and upholds the inherent value of each individual. This tool kit identifies five core commitments essential for athletics departments working to achieve this culture: 1. Leadership 2. Collaboration 3. Compliance and Accountability 4. Education 5. Student-Athlete Engagement. The tool kit checklists and educational resources are designed to support athletics departments in meeting these commitments to prevent sexual violence involving student-athletes and are grounded in accepted theory, research or recognized, expert opinion. These strategies and accompanying implementation tools have the potential to make a significant impact within athletics and across campus</p> <p>The document was updated in 2019 with important new information and pertinent changes since the legal and higher education landscape around sexual violence has significantly evolved. The goal of this second edition remains to address this critical issue and provide athletics departments with appropriate tools and collaborative strategies to support a safer campus environment. The new tool kit was updated with input from leading professionals in the field.</p> <p>A number of sports organizations have endorsed this updated resource as a comprehensive approach for athletics departments to effectively address sexual violence prevention and to promote</p>	

collaboration with campus colleagues to reduce sexual violence and promote a healthy and safe campus culture.

Description's sources:

- NCAA Sport Science Institute (n.d.). Sexual Violence Prevention Tool Kit. Retrieved from: <https://www.ncaa.org/sport-science-institute/sexual-violence-prevention-tool-kit>
- NCAA Sport Science Institute (2019). *SEXUAL VIOLENCE PREVENTION An Athletics Tool Kit for a Healthy and Safe Culture*, Second Edition. Retrieved from: https://ncaaorg.s3.amazonaws.com/ssi/violence/SSI_SexualViolencePreventionToolkit.pdf



Title of the best practice: Legal guide for the prevention and elimination of unethical behaviour, violence and discrimination in sport	
Type of practice: Educational/training material (Guide)	
Country(-ies) or region of implementation: France	
Responsible organization(s): Ministry of Urban Areas, Youth and Sport	
Year/Timeframe: 2013 (updated in 2015)	
Target group(s)/Beneficiaries:	
Website: Ministère de la ville, de la jeunesse et des sports & Défenseur des Droits (2015). <i>Legal guide on preventing and combating incivility, violence and discrimination in sport</i> [Guide juridique sur la prévention et la lutte contre les incivilités, les violences et les discriminations dans le sport]. Retrieved from. https://juridique.defenseurdesdroits.fr/index.php?lvl=notice_display&id=13674	Social media link(s): -
Description “The <i>Legal Guide for the Prevention and Elimination of Unethical Behaviour, Violence and Discrimination in Sport</i> was first published in 2013 and was updated in 2015. It covers various forms of unethical behaviour in sport, such as sexist behaviour, homophobia, sexual harassment, sexual assault and rape. It provides the legal definitions of various forms of discrimination, unethical behaviour and violence, including how these may manifest themselves in sport, applicable legislation for prosecuting such cases, and recommendations for preventing such violence and for assisting those affected. It also makes clear the responsibilities of athletes, coaches, managers, and other sport stakeholders in relation to preventing and managing violence, unethical behaviour and discrimination in sport. The guide is aimed at everyone involved in sport who undertakes training validated by State authorities, as well as sport organisation managers. The guide contains action sheets and legal advice guidelines specifically on (forms of) gender-based violence and homophobia and illustrative examples”.	

Description's sources:

- Mergaert, L., Arnaut, C., Vertommen, T. & Lang, M. (2016). *Study on gender-based violence in sport*, Luxembourg: Publications Office of the European Union, ANNEX 3.

Retrieved from:

https://ec.europa.eu/assets/eac/sport/library/studies/gender-based-violence-sport-study-2016_en.pdf

- Ministère de la ville, de la jeunesse et des sports & Défenseur des Droits (2015). *Legal guide on preventing and combating incivility, violence and discrimination in sport* [Guide juridique sur la prévention et la lutte contre les incivilités, les violences et les discriminations dans le sport]. Retrieved from.

https://juridique.defenseurdesdroits.fr/index.php?lvl=notice_display&id=13674

Title of the best practice: Prevention of harassment in the sport environment in the Czech Republic	
Type of practice: Educational/training material (Guide)	
Country(-ies) or region of implementation: Czech Republic	
Responsible organization(s): Women's Sports Commission of the Czech Olympic Committee in collaboration with the Ministry of Education, Youth and Sports	
Year/Timeframe: 2006 – 2016	
Target group(s)/Beneficiaries: Sport federations, clubs and schools	
Website: Czech Olympic Committee [Český olympijský výbor ČOV] (n.d.). <i>Prevention of harassment in the sport environment in the Czech Republic</i> [Prevence obtěžování v prostředí sportu v ČR]. Retrieved from: https://www.olympijskytym.cz/upload/files/g9vmztko05-prevence-sex-obtezovani.pdf	Social media link(s): -
Description: <p>“The <i>Prevention of harassment in the sport environment in the Czech Republic</i> Guide, was prepared according to the Finnish Sports Federation’s Guide <i>Allowed to care, allowed to intervene</i> (which is also described in in the ISPORTS’ Best Practices Guide) and was published in 2006 by the Women's Sports Commission of the Czech Olympic Committee in collaboration with the Ministry of Education, Youth and Sports. The Czech Olympic Committee has since updated the material by sending a letter to all national sport organizations and federations about these Guidelines in 2016 This guide constitutes a pedagogical effort to raise awareness on a variety of real-life situations where sexual harassment and rape occur. The guide adopts the perspective of the victim, stressing that while harassment will not necessarily be perceived as such by the perpetrator and/or the surrounding of the victim, the perspective of the latter should prevail. The guide explains the respective roles of relevant actors in combatting harassment in sport, including: coaches and teachers; health professionals involved in sport (such as physiotherapists, psychologists, and physicians); managers and administrative staff; cleaning personnel and other supporting staff; family members of potential victims and perpetrators; and spectators and sponsors. Contacts of various civil society organisations active in the fields of gender equality and gender-based violence, as well as the contact of legal agencies, are provided at the end of the document for further support, if needed.</p> <p>Widely disseminated to 5.000 sport federations, clubs and schools, the guide provided all categories of sport agents with a broad definition of (sexual) harassment, illustrated through real-life situations. Awareness-raising actions have been organized by the Czech Olympic Committee throughout the country to support the guide’s dissemination”.</p>	

Description's sources:

- Council of Europe – Pro Safe Sport (n.d.). GUIDE FOR THE PREVENTION OF SEXUAL HARASSMENT IN SPORT IN THE CZECH REPUBLIC. Retrieved from: <https://rm.coe.int/pss-description-practice-czech-rep-guide-for-the-prevention-of-sexual-/1680770fdd>
- Czech Olympic Committee [Český olympijský výbor ČOV] (n.d.). *Prevention of harassment in the sport environment in the Czech Republic [Prevence obtěžování v prostředí sportu v ČR]*. Retrieved from: <https://www.olympijskytym.cz/upload/files/g9vmztko05-prevence-sex-obtezovani.pdf>
- Mergaert, L., Arnaut, C., Vertommen, T. & Lang, M. (2016). *Study on gender-based violence in sport*, Luxembourg: Publications Office of the European Union, p. 47-49. Retrieved from: https://ec.europa.eu/assets/eac/sport/library/studies/gender-based-violence-sport-study-2016_en.pdf



Codes of ethics & protocols

Title of the best practice: Code of Ethics and Good Practice for Children in Sport	
Type of practice: Code of Ethics	
Country(-ies) or region of implementation: Ireland	
Responsible organization(s): Irish Sports Council, Sports Council Northern Ireland	
Year/Timeframe: since 2000	
Target group(s)/Beneficiaries: sports leaders, coaches, officials, sports organisations, athletes' parents/guardians, and children/youth	
Website: Sport Ireland (2008 July 8). Code of Ethics and Good Practice for Children's Sport. Retrieved from: https://www.sportireland.ie/news/archive-code-of-ethics-and-good-practice-for-childrens-sport	Social media link(s): -
Description <p>“The Irish Sports Council and the Sports Council for Northern Ireland published the Code of Ethics and Good Practice for Children in Sport in 2000. It was updated in 2003 and again in 2006, and is reviewed every three years to ensure it aligns with Irish legislation. The Code aims at safeguarding children and youth (under 18) in sport, promoting their rights and developing a healthy, respectful and open sport environment for all. It contains a series of principles, policy and practice guidelines for sports leaders, coaches, officials, sports organisations, athletes’ parents/guardians, and children/youth. For example, it includes:</p> <ul style="list-style-type: none"> • appointment of national and club children’s officers to assist with implementation of the Code • standards in relation to acceptable behaviours for stakeholders when working with children in sport • procedures for safely recruiting appropriate staff/volunteers and for training staff on safeguarding and child protection • procedures for managing incidents in and beyond the sport organisations <p>The Code is written in user-friendly language, making it accessible to all. The inclusion of template documents serves to standardise regulations and makes it as simple as possible for sports organisations to follow the Code, even if they have limited expertise in safeguarding children. The Code also contains substantial information on how its elements can be implemented in practice, broken down by the different stakeholder groups. The tailoring of these requirements to different roles and the level of detail provided helps personalise the advice and make it more relevant to people occupying different roles in sport.</p>	

A free app 'Safe Sport' was also developed based on the Code. The app provides information and guidance for everyone involved in sport for children and young people. The goal is to raise awareness and ensure a common understanding about safeguarding and best practice in children's sport. The app allows parents to track their child's journey to and/or from the planned sport event. The Code is voluntarily implemented by sports organisations. However, governmental funding is dependent on whether sports organisations demonstrate how they adhere to the Code".

Sources:

- Council of Europe (2016 November). Gender-based violence in sport Factsheet. Retrieved from: <https://rm.coe.int/bis-factsheet-gender-equality-sport-violence-en/1680714c0c>
- Mergaert, L., Arnaut, C., Vertommen, T. & Lang, M. (2016). *Study on gender-based violence in sport*, Luxembourg: Publications Office of the European Union, p. 59-63. Retrieved from: https://ec.europa.eu/assets/eac/sport/library/studies/gender-based-violence-sport-study-2016_en.pdf

Title of the best practice: Protocol for the prevention, detection and action against sexual violence in the superior council of sports	
Type of practice: Protocol	
Country(-ies) or region of implementation: Spain	
Responsible organization(s): Ministry of Culture and Sports - Higher Sports Council	
Year/Timeframe: 2020	
Target group(s)/Beneficiaries: sports federations, clubs and organizations	
Website: Ministerio de Cultura y Deporte - Consejo Superior de Deportes (2020). Action protocol against sexual violence [“Protocolo de actuación frente a la violencia sexual”]. Retrieved from: https://www.csd.gob.es/es/csd/protocolo-de-actuacion-frente-la-violencia-sexual	Social media link(s): -
Description “The Higher Sports Council declares zero tolerance for violence and wants to guarantee the right of all athletes to enjoy a safe and healthy sports environment, free from all types of violence, including sexual violence, assuming responsibility of protection and safeguarding of their rights. In order to deepen the prevention, detection and action against sexual violence in sport and promote social awareness on the matter, the Higher Sports Council has drawn up a new protocol of action against sexual violence for its application in high performance centres and in all facilities of the Higher Sports Council. Likewise, situations, behaviours and attitudes have been identified that imply sexual violence and, therefore, are considered unacceptable, establishing mechanisms for both detection and action in this area. The Law for the comprehensive protection of children and adolescents against violence (2019) includes a specific Chapter on sport. and leisure. Public Administrations, within the scope of their competences, will regulate action protocols that will include the measures that must be adopted for the prevention, detection and action against possible situations of violence included in the sports and health field and leisure, and that these protocols must be applied in all centres that carry out sports and leisure activities, regardless of their ownership and, in any case, in the Network of High Performance Centres and Sports Technification, Sports Federations and Municipal Schools. Furthermore, those who work in entities that regularly carry out sports or leisure activities with minors, must receive specific training in the prevention and detection of any form of violence against children and adolescents, as well as for adequately address the different aptitudes and physical and intellectual capacities of children and adolescents with disabilities for the promotion and development of inclusive sport.	



This protocol provides specific guidelines on basic principles to be respected and implemented, area of application, basic definitions, situations, attitudes and behaviors related to sexual violence, precautionary measures, seek for support, the role of an advisory committee, action procedures, supporting victims, evaluation, monitoring and registration procedures”.

Description’s sources:

- Consejo Superior de Deportes (2020). *Action protocol against sexual violence [Protocolo de actuación frente a la violencia sexual]* Retrieved from:
https://www.csd.gob.es/sites/default/files/media/files/2020-12/Protocolo_CAR_2020.pdf
- Ministerio de Cultura y Deporte - Consejo Superior de Deportes (2020). Action protocol against sexual violence [“Protocolo de actuación frente a la violencia sexual”]. Retrieved from:
<https://www.csd.gob.es/es/csd/protocolo-de-actuacion-frente-la-violencia-sexual>

Title of the best practice: Guide for the prevention of sexual harassment and abuse of women in sport. guidelines for a protocol	
Type of practice: Guidelines for protocol	
Country(-ies) or region of implementation: Spain	
Responsible organization(s): Emakunde Basque Institute of Women, Department of Education, Linguistics Politics and Culture of the Basque Government	
Year/Timeframe: 2015	
Target group(s)/Beneficiaries: Sport organisations	
Website: Echegaray, A. A. & Miranda, M. F. (2015). <i>Guide for the prevention of sexual harassment and abuse of women in sport. Guidelines for a protocol [GUÍA PARA LA PREVENCIÓN DE ACOSO Y ABUSO SEXUAL A MUJERES EN EL DEPORTE Pautas para un protocolo]</i> , EMAKUNDE-INSTITUTO VASCO DE LA MUJER Y & DEPARTAMENTO DE EDUCACIÓN, POLÍTICA LINGÜÍSTICA Y CULTURA. Retrieved from: https://www.emakunde.euskadi.eus/contenidos/informacion/publicaciones_guias2/es_emakunde/adjuntos/29.guia.deporte.pdf	Social media link(s): -
Description <p>“This was the first guideline written with the overall goal of supporting and providing information for future protocols on the prevention of sexual harassment and abuse against women in sport. It is an exhaustive and lengthy 80-page booklet. The ultimate goal of this guide is to contribute to the eradication of violence against women in sport in order to promote a secure and healthy environment in which women and girls can develop their autonomy and well-being while playing sports. As a result, this guide has two objectives. The first is to contribute to raising awareness and knowledge on the fact that some behavior and conduct are not acceptable in sport and, therefore, how sexual harassment and abuse against women must be prevented in sport. The second is to provide researched guidelines to make Acting Protocols ready to intervene in any situation of sexual harassment and abuse against women in sport.</p> <p>The guide is split into three parts. The first part provides definitions of sexual harassment and abuse, relevant legislation and risk factors for such behaviours, and examples of such behaviours in sport. It also contains example measures that can be taken to prevent sexual harassment and abuse against women in sport. These are divided into measures designed to promote gender equality, measures designed to combat sexual harassment and abuse, and measures designed to target coaches’ behavior</p>	

towards women. The second part of the guide contains advice on producing an action plan against sexual harassment and abuse in sport. This includes template statements for inclusion in an action plan, advice on the context in which such an action should apply, information on applicable legal frameworks and on mechanisms for managing incidents, and details of information that should be provided to those affected. Finally, the third part of the guide contains links to relevant documents and organisations”.

Description’s sources:

- Council of Europe (n.d.). Online library of practices - GUIDE TO PREVENT SEXUAL HARASSMENT AND ABUSE IN SPORT: STANDARDS FOR A PROTOCOL (GUÍA PARA LA PREVENCIÓN DEL ACOSO Y ABUSO SEXUAL EN EL DEPORTE: PAUTAS PARA UN PROTOCOLO). Retrieved from:
https://pjp-eu.coe.int/en/web/gender-equality-in-sport/online-library-all-practices/-/asset_publisher/Cnz5IGXRqnUL/content/guide-to-prevent-sexual-harassment-and-abuse-in-sport-standards-for-a-protocol-guia-para-la-prevencion-del-acoso-y-abuso-sexual-en-el-deporte-pautas-p?inheritRedirect=false&redirect=https%3A%2F%2Fpjp-eu.coe.int%2Fen%2Fweb%2Fgender-equality-in-sport%2Fonline-library-all-practices%3Fp_p_id%3D101_INSTANCE_Cnz5IGXRqnUL%26p_p_lifecycle%3D0%26p_p_state%3Dnormal%26p_p_mode%3Dview%26p_p_col_id%3Dcolumn-1%26p_p_col_pos%3D1%26p_p_col_count%3D2
- Mergaert, L., Arnaut, C., Vertommen, T. & Lang, M. (2016). *Study on gender-based violence in sport*, Luxembourg: Publications Office of the European Union, ANNEX 3. Retrieved from: https://ec.europa.eu/assets/eac/sport/library/studies/gender-based-violence-sport-study-2016_en.pdf



Police procedures

Title of the best practice: Police check for those working with minors and the mentally disabled in sports clubs	
Type of practice: Screening process - police certificate	
Country(-ies) or region of implementation: Norway	
Responsible organization(s): Norwegian Police (Politiet)	
Year/Timeframe: since 2009	
Target group(s)/Beneficiaries: Individuals who will carry out tasks for a sports club or a sports association that entail relationships of trust and responsibility with minors or persons with mental disabilities	
Website: Norwegian Sports Confederation and Olympic and Paralympic Committee (n.d.) Police certificate [Politiattest]. Retrieved from: https://www.idrettsforbundet.no/klubbguiden/politiattest	Social media link(s): -
Description: <p>“In accordance with the regulation on penalty registration (§12, No4), the NIF board decided “that all sports clubs from and including January 1, 2009 are obliged to procure a police certificate of good conduct for persons who are to carry out tasks for the club that entail a relationship of trust and responsibility in relation to minors or persons with mental disability” (NIF, 2008). This police certificate contains information about whether a person has ever been charged with or convicted of violations of certain provisions of the Penal Code on sexual offenses. Chapter 10 of the Penal Code applies to anyone who by words or actions displays sexually abusive or other indecent behavior in a public place, in the presence of, or in the proximity of somebody who has not agreed to it, or in the presence of, or in the proximity of children under 16 years of age or of individuals of any age who are mentally disabled. The code also includes sexual acts in the abuse of one’s position, in a relationship of dependency or in a relationship of trust. The NIF board took the decision to require a police certificate of good conduct to ensure that all children, adolescents and the mentally disabled in Norwegian sport will have the same right to protection.</p> <p>The NIF board decided that the police check rule should be mandatory. It was deemed important to establish a system for checking the background of individuals working in the sports setting that was as simple as possible. Minors are defined as persons under 18 years of age. Moreover, individuals between 15 and 18 years of age who carry out tasks for a club that entail a relationship of trust and responsibility in relation to minors or persons with mental disabilities also have to have a police check. The sports clubs themselves decide which persons need to obtain the police</p>	

certificate, yet the following examples of roles are mentioned by NIF: coaches, managers, instructors who are in direct contact with minors.

The application procedure is as follows:

Anyone who is obliged to submit a police certificate must send the application to the police. Obtaining a police certificate is free. This can be done electronically for everyone, but for those between 15 and 18 years of age, parental consent must be attached. When applying for a police certificate, a confirmation from the sports team that there is a need for a police certificate must be also attached.

After the police have processed the application, the certificate is sent to the applicant himself/herself. When the police certificate has been received, it must be presented to the person in the sports team who is responsible for police certificates. The person in question must write down information about the persons who have been required to have a police certificate, that the certificate has been presented as well as the date of presentation. The certificate itself is retained by the applicant. If there are remarks related to the certificate, or the certificate has not been presented, there is no chance for the person in question to perform tasks for the sports team that involve a relationship of trust or responsibility towards minors or people with developmental disabilities. It is not possible to make an exception to this. A police certificate with a remark contains sensitive information. In the sports team, only the person responsible for the police certificate and any deputy shall know the contents of the police certificate, possibly the chairman of the board. The information contained in the police certificate must be treated completely confidentially. The board member and deputy representative have a duty of confidentiality regarding information that becomes available to them.

It is a prerequisite that everyone who performs tasks for a sports team that involves a relationship of trust or responsibility towards minors or people with developmental disabilities, presents a police certificate without remarks. If the person in question is to perform a new task for the sports team, the sports team has the right to demand the presentation of a new certificate if the new task also involves a relationship of trust or responsibility towards minors or people with developmental disabilities. In that case, it is important that the sports team writes in its confirmation to the police that the person in question must perform a new task that requires a police certificate. A coach in the sports team who works for three years, does not have to ask for a new police certificate every season / every year, but must apply for a new certificate after three years. Although the sports team has the right to demand the presentation of a new police certificate every time the person in question is to perform a new task, there is still no obligation to present a new certificate unless the sports team itself wishes so. NIF has decided that this obligation does not take effect until three years after the date of issue. In that case, the person in question must always obtain and present a new certificate, provided that there is a basis for obtaining it. In other words, the sports team has the right to demand a new police certificate every time a new task is assigned, but has no obligation to do so until three years have passed. During the three-year period, the sports team has the

opportunity to contact the police and request information for the persons from whom the sports team has requested a police certificate (renewed conduct check). The sports teams have the right to request a renewed check when there is new information that may be relevant to the tasks of the person - and which may lead to questions about the person's suitability to perform them. If a police certificate has previously been issued for a person, the sports team can contact the police and request new information about the person in question. In order for new information to be handed over to the sports team, certain conditions for issuing a police certificate must still be present. Only the same type of information as stated in the legal basis for issuing the original police certificate can be provided. Information in a goodwill renewed control is sent to the sports team with a copy to the person who is subject to goodwill renewed control”.

Description's sources:

- Fasting, K. (2012). Police check for those working with minors and the mentally disabled in sports clubs in Chroni, S., Fasting, K., Hartill, M., Knorre, N., Martin, M., Papaefstathiou, M., Rhind, D., Rulofs, B., Toftegaard, J.S., Vertommen, T., & Zurc, J., *Prevention of sexual and gender harassment and abuse in sports Initiatives in Europe and beyond*, Frankfurt: Deutsche Sportjugend im Deutschen Olympischen Sportbund e.V., p. 48-50. Retrieved from:
https://www.iss-ffm.de/fileadmin/assets/veroeffentlichungen/downloads/Prevention_of_sexual_and_gender_harassment_and_abuse_in_sports.pdf
- Norwegian Sports Confederation and Olympic and Paralympic Committee (n.d.) Police certificate [Politiattest]. Retrieved from:
<https://www.idrettsforbundet.no/klubbguiden/politiattest>

Title of the best practice: Garda Vetting	
Type of practice: Screening process	
Country(-ies) or region of implementation: Ireland	
Responsible organization(s): National Vetting Bureau – Garda Síochána (Irish Police Service)	
Year/Timeframe: since 2012	
Target group(s)/Beneficiaries: Persons carrying out relevant work with children or vulnerable persons	
Website: An Garda Síochána (n.d.). National Vetting Bureau. Retrieved from: https://vetting.garda.ie/	Social media link(s): -
Description: Garda vetting is a legally required screening process for anyone who is working with or in close contact with children or vulnerable adults. That individual interested in working in a position involving contact with these individuals have to submit an application to the National Vetting Bureau who check if whether or not that person holds a criminal record. The application requires that person to disclose their previous addresses and to state any previous convictions. The Bureau will run checks to verify this information and once the application is complete will respond directly to the organization the individual is seeking to work with. The Bureau will disclose a statement of details of any criminal record or absence of such to this organisation. It is then the organisation’s responsibility, given this information, to determine whether or not this individual is fit to work in that role. This disclosure is not sent to the applicant, but the applicant will hear from the organization once the application is complete. This vetting process is enacted in accordance with the National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 and the Spent Conviction and Certain Disclosures Act 2016 and is conducted by the National Vetting Bureau, a segment of An Garda Síochána (Irish Police Service). These Acts require that any individual cannot work on behalf of an organization without a completed Garda Vetting application. While the process was previously considered quite long, since 2016 the vetting process is conducted online to reduce waiting time for the application to be processed. This waiting period can last approximately 2 weeks but can vary throughout the year. The time-consuming nature of the process is exacerbated by the need for an individual to apply separately for each organization they wish to volunteer or work for. Nevertheless, this process is in place to safeguard and protect children and vulnerable adults, and continues to be a legal requirement of all organisations involving these individuals.	



This vetting process is currently required by sports clubs, organisations or institutions that are working with children and vulnerable adults. This means that athletes, coaches, managers, medical personnel or any individual working with these vulnerable individuals have undergone a background check prior to their involvement. This prevents the occurrences of incidences of sexual harassment or abuse by those that have already been convicted or have been reported for previous sexual behaviour. Integrated a screening process prior to involvement in sporting spaces can promote a safer environment for all. The application of the vetting process for all staff or volunteers working in sport, regardless of whether they will be working with children and vulnerable adults would be considering the protection and safety of all involved in sport.



Expertise organizations

Title of the best practice: The NSPCC/ Sport England Child Protection in Sport Unit	
Type of practice: Dedicated Unit	
Country(-ies) or region of implementation: United Kingdom	
Responsible organization(s): Child Protection in Sport Unit (CPSU) of the National Society for the Prevention of Cruelty to Children (NPCC)	
Year/Timeframe: since 2001	
Target group(s)/Beneficiaries: sports organisations	
<p>Website:</p> <ul style="list-style-type: none"> • Child Protection in Sport Unit CPSU. Available at: https://thecpsu.org.uk/ • Child Protection in Sport Unit CPSU (n.d.). Deal with a concern. Retrieved from: https://thecpsu.org.uk/help-advice/deal-with-a-concern/ • Child Protection in Sport Unit CPSU (n.d.). Help and advice. Retrieved from: https://thecpsu.org.uk/help-advice/ • Child Protection in Sport Unit CPSU (n.d.). Resource library. Retrieved from: https://thecpsu.org.uk/resource-library/ • Child Protection in Sport Unit CPSU (n.d.). Self-Assessment Tool. Retrieved from: https://thecpsu.org.uk/self-assessment-tool/ • Child Protection in Sport Unit CPSU (n.d.). Standards for safeguarding and protecting children in sport. Retrieved from: https://thecpsu.org.uk/resource-library/tools/standards-for-safeguarding-and-protecting-children-in-sport/ • Child Protection in Sport Unit CPSU (n.d.). Training and events. Retrieved from: https://thecpsu.org.uk/training-events/ 	<p>Social media link(s):</p> <p>https://www.youtube.com/watch?v=0WAoliBvKFQ</p>
<p>Description:</p> <p>“In 1995, British Olympic swimming coach Paul Hickson was convicted of the rape and sexual assault of female athletes aged between 13 and 20 years old under his care. At the time, the Amateur</p>	



Swimming Association - Hickson's employer - and most other English sport organisations had no strategy for safeguarding and protecting athletes from harm. The Hickson case drew national attention to sexual abuse in sport. In the following five years, a series of other cases of child athletes being sexually abused by their coaches emerged in football, gymnastics, karate, diving, and horse riding. In response, and following pressure from some sport stakeholders, in 2000 Sport England, the agency responsible for funding affiliated National Governing Bodies (NGBs), teamed up with the UK's largest children's charity, the National Society for the Prevention of Cruelty of Children (NSPCC), to convene a Child Protection in Sport Task Force.

The group produced an action plan for child protection in sport that led, in 2001, to the creation of the Child Protection in Sport Unit (CPSU) as a partnership between the NSPCC, Sport England, Sport Wales, Sport Northern Ireland (NI) and UK Sport. The CPSU is funded by public money through these but is independent from government.

The establishment of CPSU was the most significant development in terms of the prevention and protection of gender-based violence in sport against children occurred in the UK. CPSU is the first government-backed organization with responsibility for safeguarding and protecting children in sport.

CPSU's aim is to help improve safeguarding and child protection practices within sport organisations, to ensure all children and young people are safe while participating in sport. The unit plays a strategic role in the landscape of sport in the UK. It works directly with UK Sport Councils, NGBs, Active Partnerships (APs – previously known as County Sports Partnerships) and other organisations. We support organisations to implement and maintain safeguarding practices, to minimize the risk of abuse and ensure that sport stays safe and enjoyable for all those involved.

The CPSU assists sporting organisations to develop and embed safeguarding policies and procedures, creating a safe and inclusive environment for all participants, staff and volunteers, by:

- supporting sports organisations to follow our set of Standards for Safeguarding children in sport
- guiding sports organisations through a framework process to ensure standards are embedded across their work
- providing expert safeguarding and child protection advice to National Governing Bodies, Active Partnerships, clubs, coaches and parents
- developing and delivering sports specific training, and resources and guidance
- commissioning and supporting research into a range of issues, developing understanding and an evidence base for work

CPSU provides a number of services and guidance in numerous topics:

- self-assessment: sports organizations can find out whether they are doing everything they could be to keep children and young people safe in sport or not through an online self-assessment tool, that takes them through the Standards for safeguarding children in sport developed by the Child Protection in Sport Unit.

- deal with a concern: sports organizations, professionals and volunteers will be guided on how to receive and respond to reported concerns (abuse or poor practice) about the welfare of children and young people, developing and implementing a case management process
- guidance: expert safeguarding and child protection advice is provided to sports organisations as well as in particular safeguarding topics such as LGBTI issues or safer recruitment
- capacity building: sports organizations, professionals and volunteers can choose between free webinars, previous (recorded) online training events, free e-learning courses or many different tailor-made training courses - delivered in person, online or as a combination of these - that will enable them to increase their knowledge and skills in order to safeguard children effectively in a sports environment.
- Self-education: any interested person may visit and make use of a rich online library with toolkits, codes of conducts, policies, good practices, research reports etc. in different topics

CPSU has established professional standards for safeguarding children in sport to homogenise measures across sport. Government funders of sport have linked sports organizations' funding to achievement of these standards. As a result of the CPSU's work, government-funded sports organisations in England, Wales and NI have developed strategies to safeguard children. In 2016, CPSU won UNICEF's Safeguarding in Sport Award".

Description's sources:

- Child Protection in Sport Unit CPSU (n.d.). About us. Retrieved from: <https://thecpsu.org.uk/about-us/>
- Child Protection in Sport Unit CPSU (n.d.). Basic safeguarding training. Retrieved from: <https://thecpsu.org.uk/training-events/basic-safeguarding-training/>
- Child Protection in Sport Unit CPSU (n.d.). Choose the right training. Retrieved from: <https://thecpsu.org.uk/training-events/choose-the-right-training/>
- Child Protection in Sport Unit CPSU (n.d.). Continual professional development. Retrieved from: <https://thecpsu.org.uk/training-events/continual-professional-development/>
- Child Protection in Sport Unit CPSU (n.d.). Deal with a concern. Retrieved from: <https://thecpsu.org.uk/help-advice/deal-with-a-concern/>
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- Child Protection in Sport Unit CPSU (n.d.). Introductory safeguarding training. Retrieved from:
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- Child Protection in Sport Unit CPSU (n.d.). Resource library. Retrieved from:
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Retrieved from:
https://ec.europa.eu/assets/eac/sport/library/studies/gender-based-violence-sport-study-2016_en.pdf

Title of the best practice: Il Cavallo Rosa - Change the Game



Type of practice: Initiative	
Country(-ies) or region of implementation: Italy	
Responsible organization(s): Il Cavallo Rosa - Change the Game, founded by Daniela Simonetti	
Year/Timeframe: 2018-present	
Target group(s)/Beneficiaries: minors and women in sport	
Website: Il Cavallo Rosa / ChangeTheGame. Retrieved from: https://www.changethegame.it/	Social media link(s): <ul style="list-style-type: none"> • https://www.facebook.com/ilcavallorosa/ • https://www.instagram.com/ilcavallorosa/ • https://www.youtube.com/channel/UCaGS7_k9sCUTHGC6n3a6rqA • https://www.linkedin.com/company/change-the-game-it/ • https://twitter.com/danisimo64
Description: Il Cavallo Rosa / ChangeTheGame is a voluntary organization committed to protecting female athletes and athletes from sexual, emotional and physical violence and abuse. Training resources, codes of conduct and good practices for coaches and tools to help families, athletes and sports organizations are available on the organization’s website. The organization’s activities include: <u>Review of policies and regulations</u> related to <ul style="list-style-type: none"> • introducing sexual harassment on minors as offence in sport policies, punished with expulsion from sport practice; • expulsion from sport practice of all trainers/athletes that have been condemned for any kind of sexual offence. <u>Formative and informative training for trainers/athletes</u> <ul style="list-style-type: none"> • compilation and publication of a code of behaviour for trainers/coaches, and of a manual titled “<i>Instructing awareness against sexual harassment in sport</i>”; • organisation of training courses for trainers/athletes in several sport federations and associations. <u>Awareness campaign for public opinion</u> <ul style="list-style-type: none"> • through social media; • yearly talk on the phenomenon of sexual harassment, in collaboration with sport federations as well as NGOs and various local institutions; • launch of various initiatives among athletes, such as “pink bows” against paedophilia. <u>Free legal assistance to victims of sexual harassment/abuse in sport</u> <ul style="list-style-type: none"> • submission of 6 legal pleas related to sexual harassment on minors (of which 3 ended with the expulsion of the accused from sport practice); • psychological assistance throughout the whole duration of the trial; 	

- collection of several condemnations and testimonies of sexual offences in sport through call-centre and webform.

Description's sources:

- Il Cavallo Rosa/ChangeTheGame. Retrieved from: <https://www.changethegame.it/>



Research

Title of the best practice: Sexual harassment and abuse study among Norwegian female elite athletes	
Type of practice: Research	
Country(-ies) or region of implementation: Norway	
Responsible organization(s): Norwegian School of Sport Sciences and the Norwegian Olympic Committee (NIF)	
Year/Timeframe: 1997 – 2009	
Target group(s)/Beneficiaries: female elite-level athletes and non-athletes, researchers, sports organizations	
<p>Website:</p> <ul style="list-style-type: none"> ● Fasting, K., Brackenridge, C. H. & Walseth, K. (2002). Consequences of Sexual Harassment in Sport. <i>The Journal of Sexual Aggression</i>, 8(2), 37 – 48. doi: 10.1080/13552600208413338 ● Fasting, K., Brackenridge, C. H. & Sundgot-Borgen, J. (2003). Experiences of Sexual Harassment and Abuse among Norwegian Elite female athletes and non-athletes. <i>Research Quarterly for Exercise and Sport</i>, 74(1), 84 – 97. doi: 10.1080/02701367.2003.10609067 ● Fasting, K., Brackenridge, C., & Sundgot-Borgen, J. (2004). Prevalence of Sexual Harassment among Norwegian Female Elite Athletes In relation to Sport Type. <i>International Review for the Sociology of Sport</i>, 39(4), 373–386. doi: 10.1177/1012690204049804 ● Fasting, K., Brackenridge, C. H. & Walseth, K. (2007). Women Athletes’ Personal Responses to Sexual Harassment in Sport. <i>Journal of Applied Sport Psychology</i>, 19, 419 – 433. doi: 10.1080/10413200701599165 ● Fasting, K., & Brackenridge, C. H. (2009). Coaches, sexual harassment and education. <i>Sport, Education and Society</i>, 1, 21 – 35. doi: 10.1080/13573320802614950 	<p>Social media link(s):</p>
<p>Description:</p> <p>“This study was the first done in Norway on sexual harassment and abuse in sport, and it was also one of the first empirical studies in the world in this area. The research was funded by Norwegian Olympic Committee and the Norwegian School of Sport Sciences and was also supported by different athletes’ own sports federations. The survey data was gathered through 1997 and 1998, and results were published in 2000-2004. A follow-up study was later conducted in which 25</p>	



qualitative interviews were carried out with athletes who had experienced sexual harassment (Fasting et al., 2002; 2007; 2009).

The purpose of the survey was to get an overview of sexual harassment, the degree to which it existed and the degree to which it could be characterised as a problem for Norwegian sport. The survey targeted at researchers and national sports organisations. As the first empirical study on sexual and gender harassment and abuse occurred more or less at the same time, the research received a lot of attention both inside and outside the sports environment when its first results were presented in 2000.

A total of 660 elite female athletes aged 15 – 39 representing 58 sports disciplines were invited to participate in the original study. Once the structure of the respondent female athlete sample was known, a control group from the general population was defined, matched by age. Data was gathered by means of a mailed questionnaire. A total of 572 athletes (87%) and 574 control group participants (73%) answered the questionnaire. Respondents' experiences with sexual harassment were measured through eleven questions.

More than half of the female elite athletes had experienced one or more forms of sexual harassment and/or abuse either inside or outside sport. Most perpetrators were men, but both the athletes and non-athletes had been exposed to sexual harassment and abuse from women. No difference between the athletes and non-athletes was found when the experiences of sexual harassment and abuse of the athletes in a sport setting were compared with the experiences of sexual harassment and abuse at work or at school among the non-athletes (28%). It was concluded that sexual harassment was a societal problem and, as a consequence, a problem for Norwegian sport, but there was no reason to conclude that sport in general was worse than other areas".

Description's sources:

- Fasting, K. (2012). Sexual harassment and abuse study among Norwegian female elite athletes in Chroni, S., Fasting, K., Hartill, M., Knorre, N., Martin, M., Papaefstathiou, M., Rhind, D., Rulofs, B., Toftegaard, J.S., Vertommen, T., & Zurc, J., *Prevention of sexual and gender harassment and abuse in sports Initiatives in Europe and beyond*, Frankfurt: Deutsche Sportjugend im Deutschen Olympischen Sportbund e.V., p. 19-21. Retrieved from:
https://www.iss-fm.de/fileadmin/assets/veroeffentlichungen/downloads/Prevention_of_sexual_and_gender_harassment_and_abuse_in_sports.pdf

Title of the best practice: Women in sport in the Czech Republic – experiences of female athletes	
Type of practice: Research	
Country(-ies) or region of implementation: Czech Republic	
Responsible organization(s): Women and Sports Committee of the Czech Olympic Committee, Czech Sports Union	
Year/Timeframe: 2001 - 2005	
Target group(s)/Beneficiaries: 600 athletes (top level, recreational level, sports universities students)	
<p>Website:</p> <ul style="list-style-type: none"> Norwegian School of Sport Sciences (n.d.) Women in Sport in the Czech Republic. Retrieved from: https://www.nih.no/en/research/projects/all-projects/women-in-sport-in-the-czech-republic4/ Fasting, K. & Brackenridge, C., Knorre, N. (2010) Performance Level and Sexual Harassment Prevalence among Female Athletes in the Czech Republic, <i>Women in Sport and Physical Activity Journal</i>, Vol 19, No 1, 26-32. doi: 10.1123/wspaj.19.1.26 	<p>Social media link(s):</p> <p>-</p>
<p>Description:</p> <p>“In 2001, the Women and Sports Committee of the Czech Olympic Committee in cooperation with the Czech Sports Union initiated a research on issues related to women in sport. The research was part of a larger cross-cultural project called Gender Relations in Sport – The Experiences of Czech, Greek and Norwegian Female Athletes. It was the first time that the issue of sexual harassment in sport has been researched in the Czech Republic. Collecting such data on athletes’ personal experience is a fundamental step forwards for sports in the Czech Republic in general.</p> <p>The goal of the research was to assess the present role and status of women in sport and in sports organisations in the Czech Republic. Professor Kari Fasting from the Norwegian School of Sport Sciences was asked to chair and develop the project in cooperation with Nada Knorre, head of the Women and Sports Committee of the Czech Olympic Committee. The following specific research questions were defined:</p> <ol style="list-style-type: none"> 1. What are the major barriers for female participation in sport? 2. What are female athletes’ and female sports students’ experiences with male and female coaches? 	



3. What amount of harassment is experienced by female athletes?

4. What are the barriers to female involvement in coaching, refereeing and administration?

The participants, 595 female athletes and exercisers from all areas of the Czech Republic, answered a structured questionnaire. They represented 68 different sports disciplines and physical activities. Their average age was 23 years. Because of the wide representation of sports, the range in ages and the country-wide distribution of the participants, it is believed that the results can be generalised to the Czech female athletic population. In addition to the questionnaire, a semi-structured interview was conducted with nine elite level athletes. For analytical purposes, the participants were divided into three groups: elite level athletes (N = 229), non-elite-level athletes (N = 224) and exercisers (N = 142). To be considered elite athletes, participants had to train at least four times a week and have participated either at international-level events during the past two years or in the Olympic Games, World Championships or European Championships. The non-elite-level group consisted of those athletes who were competing but who did not qualify for the elite group. The exercisers were practicing sport, but did not compete. The elite athletes were the youngest (average age of 22 years) and the exercisers the oldest (average age 24 years). About 2/3 of the participants were students (about half of the students were sports students).

Almost 90% athletes participating in the study answered that they would feel safe if they were alone with a coach or a member of team personnel. In general, they also felt safe in travelling to and from training. Some situations are however experienced as more threatening. Almost half of the participants in the study mention that coaches, management team members or other athletes made derogatory or general remarks about them or other people either always or sometimes. The study asked three questions measuring the athletes' experiences with sexual harassment, and only one question concerning their experience of physical harassment. Concerning the latter, 53 athletes (9%) said that they had been slapped on the face, head or ears by a coach, teacher or a member of a sports management team. The study asked whether athletes had ever experienced certain situations described as follows:

a) unwanted physical contact, body contact (for example pinching, hugging, fondling, being kissed against the will, etc).

b) repeated unwanted sexually suggestive glances, comments, teasing and jokes, about body, clothes, private life etc

c) ridiculing of sports performance and of an athlete because of gender or sexuality.

For each of these questions the participants were asked to mark whether they had experienced it from a male or female coach, from a male or female athlete, from a male or female member of the management team, from a male or female teacher, from male or female students, from a male or female family member, or from other males or females outside sport. In presenting the results, experience of sexual harassment means that a subject has marked one or more forms of sexual harassment; it does not indicate the severity, frequency or total volume of the experiences. As many as 72% of respondents of this study have experienced some form of sexual harassment. In

most studies the harasser is a man. This was also true in this study, but relatively many female harassers were found: 69% (402 athletes) experienced sexual harassment from males and 28% (162 athletes) from females. The athletes have more often experienced sexual harassment from someone outside sport (58%) than from someone in sport (45%). The chance of being harassed by someone inside sport increases with performance level, from 33% among the exercisers to 55% among the elite athletes. But exercisers have a much higher chance of being sexually harassed by someone outside sport (73%) than someone who takes part in competitive sport.

The research succeeded in producing recommendations based on findings which will ensure that Czech sport becomes more gender-equitable and that the culture of sport is improved for all athletes, male and female. It is now up to the different Czech sports organisations to see that the recommendations are put into practice. This will eventually also bring the Czech Republic into line with the targets established by the International Olympic Committee and the European Parliament's Resolutions on Women and Sport. Last but not least – project results should do more than attract media attention: they should also place a huge focus on preventive work at all levels and in all structures of Czech sport”.

Description's sources:

- Knorre, N. (2012). Women in sport in the Czech Republic – experiences of female athletes in Chroni, S., Fasting, K., Hartill, M., Knorre, N., Martin, M., Papaefstathiou, M., Rhind, D., Rulofs, B., Toftegaard, J.S., Vertommen, T., & Zurc, J., *Prevention of sexual and gender harassment and abuse in sports Initiatives in Europe and beyond*, Frankfurt: Deutsche Sportjugend im Deutschen Olympischen Sportbund e.V., p. 22-25. Retrieved from: https://www.iss-fm.de/fileadmin/assets/veroeffentlichungen/downloads/Prevention_of_sexual_and_gender_harassment_and_abuse_in_sports.pdf

Title of the best practice: Prevalence of male sexual harassment among Greek female sports participants	
Type of practice: Research	
Country(-ies) or region of implementation: Greece	
Responsible organization(s): Stiliani Chroni, Kari Fasting and students	
Year/Timeframe: 2005 – 2008	
Target group(s)/Beneficiaries: recreational, national and elite Greek female athletes	
Website:	Social media link(s):
<ul style="list-style-type: none"> ● Chroni, S. (2008). Research and exercise laboratory: Women and sport I [Εργαστήριο έρευνας και άσκησης: Γυναίκες και αθλητισμός I], University of Thessaly – Interdepartmental Curriculum on Gender and Equality Issues. Retrieved from: http://www.gender.uth.gr/lab2.php ● Chroni, S. & Fasting, K. (2009). Prevalence of male sexual harassment among female sport participants in Greece [Βιώματα Σεξουαλικής Παρενόχλησης από Άνδρες σε Αθλήτριες στην Ελλάδα], <i>Inquiries in Physical Education & Sport</i>, 7(3), 254-262. Retrieved from: http://old.pe.uth.gr/hape/images/stories/emag/vol7_3/hape364.pdf ● Fasting, K., Chroni, S., Hervik, S. E., & Knorre, N. (2011). Sexual harassment in sport toward females in three European countries. <i>International Review for the Sociology of Sport</i>, 46(1), 76–89. doi: 10.1177/1012690210376295 ● Sand, T. S., Fasting, K., Chroni, S., & Knorre, N. (2011). Coaching Behavior: Any Consequences for the Prevalence of Sexual Harassment? <i>International Journal of Sports Science & Coaching</i>, 6(2), 229–241. doi: 10.1260/1747-9541.6.2.229 	-
Description:	
<p>“The study was part of a larger cross-cultural project titled Gender Relations in Sport – The Experiences of Czech, Greek, and Norwegian Sporting Women. For the first time in Greek sports, the issue of sexual harassment was examined in a specific group (i.e., women) that represents 50.5% of the country’s overall population (National Statistics Agency, 2001) – a group that has often been under-represented and/or marginalized within society at large and in the context of sports (see Sydney Scoreboard, 2011). Collecting data on personal experiences of sexual harassment was seen as a fundamental step for Greece, even though it was undertaken in the academic setting, for complying with the EU Parliament directive (INI/2002/2280) to conduct research on sexual</p>	



harassment and abuse in sports. Most importantly, the necessity to recognize sexual and gender harassment and abuse in sports as an existing phenomenon was documented by the study, and the need for more research, preventive work and handling procedures was articulated.

Taking into account the significant negative effects of sexual harassment experiences documented in the literature and the lack of knowledge on its prevalence in Greek sports, this survey explored various aspects of gender relations in sport, and we also attempted to answer the following question: What is the amount of sexually harassing behaviour experienced by Greek women who participate in sport at various performance levels?

A total of 308 Greek women participated in the project; their mean age was 21.45 (\pm 2.90). At data collection time (2005 – 2006), 55.5% of them were coached by a man, 19.8% were coached by a woman and 24% did not have a coach at all. The participants were active in a variety of individual sports (N = 167; e.g., track-and-field, swimming, tennis, gymnastics, etc), team sports (N = 103; e.g., basketball, volleyball, handball, softball, etc.), and noncompetitive sports activities (N = 28; e.g., aerobics, jogging, dance). Within two years prior to data collection, 63.6% of the women had competed in their respective sport, while 36.4% of them only practiced regularly without competing. All of them trained an average of 4.71 (\pm 2.05) times per week (Mhours = 11.09 (\pm 7.16) per week). The highest level of competitive experience within the last two years was the international level for 29.2% (i.e., had competed in Olympic Games, World or European competitions), the national level for 34.4% (i.e., had competed at various Hellenic competitions), and the non-competitive exercise for 36.4% of them (i.e., practiced regularly but had not competed in the last two years). With regard to international competition experiences, the highest level recorded was the European Championship/Cup circuit for 12.3%, the World Championship/Cup circuit for 11.4%, and the Olympic Games for 5.5% of them.

The participants filled out a written questionnaire and among other questions they were asked if they had ever experienced any of the following three situations from men inside and/or outside of sport:

- (i) unwanted physical contact, body contact (for example pinching, hugging, fondling, being kissed against their will, etc.);
- (ii) repeated unwanted sexually suggestive glances, comments, teasing and jokes about their body, their clothes, their private life etc.; and
- (iii) ridiculing of their sports performance and of themselves as athletes because of their gender or their sexuality (for example “Soccer is not suitable for girls”).

Overall, 71.5% of the participants reported having experienced one or more of the three sexual harassment forms from men. When looking at the environment of the harasser, they reported significantly more sexual harassment experiences from men outside the world of sports (64%) than from men inside the world of sports (42%) ($p = .000$). With regard to the forms of sexual harassment experienced, they reported repeated unwanted sexually suggestive comments, glances, jokes, etc. at 57%, unwanted physical contact at 42%, and ridiculing of them as women and their sports

performances at 39%. These forms were experienced in the exact same order from men both inside and outside the sporting environment. The participants' overall experiences of sexual harassment from men with respect to their performance level showed no significant variations ($p > .05$). When comparing athletes of various performance levels, there were non-significant variations in numbers of sexual harassment experiences from men inside sports. However, there were significant variations among the three performance levels with regard to their experiences of sexual harassment from men outside sports ($\chi^2 = 7.741$; $df = 2$; $p = .021$). In particular, there were significantly more experiences of sexual harassment from men outside sports by the exercisers (40.1%) followed by the national level athletes (35.9%) and then the international athletes (24%)".

Description's sources:

- Chroni, S. (2012). Prevalence of male sexual harassment among Greek female sports participants in Chroni, S., Fasting, K., Hartill, M., Knorre, N., Martin, M., Papaefstathiou, M., Rhind, D., Rulofs, B., Toftegaard, J.S., Vertommen, T., & Zurc, J., *Prevention of sexual and gender harassment and abuse in sports Initiatives in Europe and beyond*, Frankfurt: Deutsche Sportjugend im Deutschen Olympischen Sportbund e.V., p. 26-29. Retrieved from:
https://www.iss-ffm.de/fileadmin/assets/veroeffentlichungen/downloads/Prevention_of_sexual_and_gender_harassment_and_abuse_in_sports.pdf

Title of the best practice: Harassment in Finnish competitive sports	
Type of practice: Research	
Country(-ies) or region of implementation: Finland	
Responsible organization(s): Finnish Center for Integrity in Sports FINCIS	
Year/Timeframe: 2019-2020	
Target group(s)/Beneficiaries: athletes, sports federations	
Website:	Social media link(s):
<ul style="list-style-type: none"> • Finnish Center for Integrity in Sports FINCIS (n.d.). Study on harassment. Retrieved from: https://suek.fi/en/research/studies-and-reports/study-on-harassment/ • Lahti, A., Kyllönen, M., Pusa, S., Tolvanen, A. & Laakso, N. (2020). <i>Harassment in Finnish competitive sports [Häirintä suomalaisessa kilpaurheilussa]</i>, Suomen urheilun eettinen keskus SUEK ry. Retrieved from: https://suek.fi/wp-content/uploads/2020/09/Ha%CC%88irinta%CC%88-suomalaisessa-kilpaurheilussa.pdf 	-
Description:	
<p>“The study investigated whether harassment is present in Finnish competitive sports, what has any harassment been like and who has been guilty of it. The purpose of the study was to increase knowledge about sexual and gender-based harassment in Finnish competitive sports:</p> <ul style="list-style-type: none"> • identifying and addressing harassment, • backgrounding the phenomenon and identifying ways of working. <p>This was an extensive study of sexual and gender-based harassment in the field of sports, the first of its kind in Finland, and the sample was unique even by international standards. The aim was also to obtain and produce:</p> <ul style="list-style-type: none"> • the most comprehensive country-specific information on the phenomenon, which can also be used by the Ministry of Education and Culture at the EU level; • sports-specific information for sports federations, and thus the basis and justification for the federations’ further actions; • information to support the Ministry of Education and Culture and the National Sports Council in support of sports policy decision-making; and deepen existing knowledge of the phenomenon in order to develop preventive measures and policies. 	

The study was conducted between autumn 2019 and summer 2020 by the Finnish Center for Integrity in Sports (FINCIS). The Research Institute for Olympic Sports KIHU acted as a partner in the project. A report on the study was published in autumn 2020.

This study investigated the prevalence of sexual and gender-based harassment in Finnish competitive sports. The study involved 48 sport federations and organisations and targeted competitive athletes aged 16 and older. The target group of the study was an estimated 160,000 competitive athletes. A total of 9,018 responses to the electronic survey were received, at a response rate of 5.6 percent. The survey data of the study was analyzed by both quantitative and qualitative methods”.

Description's sources:

- Finnish Center for Integrity in Sports FINCIS (n.d.). Study on harassment. Retrieved from: <https://suek.fi/en/research/studies-and-reports/study-on-harassment/>
- Lahti, A., Kyllönen, M., Pusa, S., Tolvanen, A. & Laakso, N. (2020). *Harassment in Finnish competitive sports [Häirintä suomalaisessa kilpaurheilussa]*, Suomen urheilun eettinen keskus SUEK ry. Retrieved from: <https://suek.fi/wp-content/uploads/2020/09/Ha%CC%88irinta%CC%88-suomalaisessa-kilpaurheilussa.pdf>



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Council of Europe (2016 November). Gender-based violence in sport Factsheet. Retrieved from: <https://rm.coe.int/bis-factsheet-gender-equality-sport-violence-en/1680714c0c>

Council of the European Union (2014). Council Conclusions of 21 May 2014 on Gender Equality in Sport (2014/C 183/09). Retrieved from: [https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A52014XG0614\(09\)](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A52014XG0614(09))

Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast). Retrieved from: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32006L0054>

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Resources for additional studying

- Chroni, S., Fasting, K., Hartill, M., Knorre, N., Martin, M., Papaefstathiou, M., Rhind, D., Rulofs, B., Toftegaard, J.S., Vertommen, T., & Zurc, J. (2012). *Prevention of sexual and gender harassment and abuse in sports Initiatives in Europe and beyond*, Frankfurt: Deutsche Sportjugend im Deutschen Olympischen Sportbund e.V.. Retrieved from: https://www.iss-fm.de/fileadmin/assets/veroeffentlichungen/downloads/Prevention_of_sexual_and_gender_harassment_and_abuse_in_sports.pdf
- Council of Europe (n.d.). Pro Safe Sport - Resource centre. Retrieved from: <https://pip-eu.coe.int/en/web/pss/resource-centre>
- Directorate General for Education, Youth, Sport and Culture (2014). Gender equality in sport. Proposal for strategic actions 2014–2020, Publications Office of the European Union. Retrieved from: <https://op.europa.eu/en/publication-detail/-/publication/7e7a7ff2-5bff-42b4-90f9-8266b3ddc01c>
- Mergaert, L., Arnaut, C., Vertommen, T. & Lang, M. (2016). *Study on gender-based violence in sport*, Luxembourg: Publications Office of the European Union, p. 32. Retrieved from: https://ec.europa.eu/assets/eac/sport/library/studies/gender-based-violence-sport-study-2016_en.pdf
- Vertommen, T. & More, Th. (2017). *GOOD TO KNOW BEFORE IMPLEMENTING A POLICY ON PREVENTING SEXUAL VIOLENCE AGAINST CHILDREN IN SPORT Standards and norms, areas of action and tips*, PRO SAFE SPORT+ Put an end to sexual harassment and abuse against children in sport (PSS+). Retrieved from: <https://rm.coe.int/standards-analysis-areas-of-action-and-tips-3rd-workshop-october-2017/168077200b>