

Prevention of sexual and gender harassment and abuse in sports

Initiatives in Europe and beyond



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Imprint

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Deutsche Sportjugend im Deutschen Olympischen Sportbund e.V.
Otto-Fleck-Schneise 12
60528 Frankfurt am Main
www.dsj.de
www.dsj.de/childprotection

Authors: Chroni, Stiliani /Greece
Fasting, Kari /Norway
Hartill, Mike / United Kingdom
Knorre, Naděžda / Czech Republic
Martin, Montserrat /Spain
Papaefstathiou, Maria /Cyprus
Rhind, Daniel / United Kingdom
Rulofs, Bettina /Germany
Toftegaard Støckel, Jan /Denmark
Vertommen, Tine /Belgium
Zurc, Joca /Slovenia

Editors: Deutsche Sportjugend im Deutschen Olympischen Sportbund e.V.
(www.dsj.de) in cooperation with

Institut für Sozialarbeit und Sozialpädagogik e.V. (ISS-Frankfurt a.M.)
Irina Volf
Verena Bongartz
Zeilweg 42
60439 Frankfurt am Main
www.iss-ffm.de

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Preface



Dear readers,

The physical, social and emotional interaction experienced during sports and recreational activities are very important for the development of social cohesion, not only amongst children and young people but amongst sportsmen and women of all ages. By offering numerous possibilities for non-formal education, sport is an essential factor to help create a harmonious and inclusive European social environment. As a result, close personal relationships and trust develop amongst the individuals concerned, and while this aspect is often essential when training for success, it also represents an area of significant vulnerability for sexual and gender harassment and abuse.

Within the context of nation-wide discussions concerning the different reports about the abuse of children in public and private institutions, the German Olympic Sports Confederation and the German Sports Youth have, on the basis of existing concepts in their member organisations, developed structures and guidelines for the prevention of sexual and gender harassment and abuse in the sporting environment. As such, when in 2011 the Sport Unit of the European Commission called for proposals aimed at supporting projects to fight violence and intolerance in sport, the opportunity to address this topic at the European level was ideal. Through exchanges between European countries, by increasing the scope of the European network and highlighting the particular challenges faced when implementing preventative measures, the German Sports Youth hopes not only to develop its own practice, but to give impetus to further transnational cooperation and developments within the sector.

As this topic will never be explored enough in the light of the damage that it can and has caused, the persisting effort to create a secure and sound sporting environment in Europe will challenge the sports sector to develop new impulses and nurture a continuous proactive attitude. Working together to face this problem will be essential in order to improve the situation in a growing number of countries, and therefore every effort, commitment and engagement in this direction deserves deep respect and credit.

I would like to thank the European Commission for its support and I look forward to pursuing this path with its continued support.



Ingo Weiss

Chair of German Sports Youth within the German Olympic Sports Confederation

Preface



Dear readers,

Sport is currently a disputed social terrain: on the one hand it exposes individuals and society to positive values, but at the same time it also bears the potential to be harmful. Therefore, we believe that one of the main tasks of the European sporting movement is to work towards safeguarding the integrity of sport. Focusing on preventive measures and investing continuously into the education of European sportsmen and women, especially in our European youth sector, plays a vital role in accomplishing this long-term goal. Concerted European action is required to effectively promote the ethical values inherent to sport and in order to truly offer all individuals and groups in society equal opportunities to participate in and enjoy the benefits of sport.

Bringing together a European project network and finding common denominators between various actors and bodies at different levels of the European sporting, social and scientific environments is a challenging task that is easily underestimated in terms of the resources necessary for such a project to run smoothly. Despite the fact that European coordination often means compromising, adjusting and adapting in previously unforeseen ways, initiating and being involved in projects such as this one always allows an organisation to grow and develop its capacities, networks and know-how.

The November 2012 conference “Safer, better, stronger – Prevention of Sexual Harassment and Abuse in sports” is the final stage of the EU-funded project “Prevention of sexualised violence in sports – Impulses for an open, secure and sound sporting environment in Europe” and a contribution to provide a platform not only for strengthening transnational and cross-sector cooperation, but also for sensitising and raising awareness at all levels of the complex social environment that surrounds the problem of harassment and abuse. Bringing together individuals and organisations with differing competences is an ideal occasion to foster networking among experienced actors and beginners alike, to link European resources, to learn from and support each other as well as to encourage future collaboration. As a main outcome of this project, this catalogue of initiatives from Europe and beyond will support this intercultural learning to develop national approaches in order to prevent sexual and gender harassment and abuse in sports.

I hope you can use this opportunity to its full potential, and I look forward to cooperating in the future.

A handwritten signature in black ink, appearing to read 'Jan Holze'. The signature is fluid and cursive, with a long, sweeping underline.

Jan Holze

Chair of the youth organisation of the European Non-Governmental Sports Organisation

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1. Introduction

The sexual realm of human experience is closely associated with many social taboos. Therefore, whilst sexual behaviour, disposition and orientation perhaps represent the most intimate and profound expressions of a person's identity, they can also represent an aspect of significant vulnerability for all individuals. This may especially be the case for those who are already subjugated through organisational or social attitudes and practices, through armed conflict, or as a result of not conforming to culturally dominant models of sexual behaviour.

Over a decade ago, Peter Donnelly (1999, p. 108) claimed that sports organisations had behaved as though sexual abuse “could not possibly occur in the pristine world of sport”. However, during the past two decades a number of researchers have drawn attention to the problem of sexual exploitation and abuse in sport (Brackenridge & Fasting, 2002), and the impact of those endeavours can now be observed at an international level (IOC, 2007; UNICEF, 2010). Whilst large-scale prevalence research into sexual harassment and abuse in sport is sorely needed, studies show that this is a problem that affects many athletes. For example, a study conducted in Australia revealed that “31% of female and 21% of male athletes [N=370; male=160] reported experiencing sexual abuse at some time in their lives. Of these, 41% of females and 29% of males had been sexually abused within the sports environment” (Leahy et al., 2002, p. 16). A recent report by Child Helpline International underlined that “organised sports and recreational activities are also significant settings where abuse takes place” (CHI, 2010).

The language, terms and definitions used to describe and explain negative interpersonal sexual behaviours and experiences across international boundaries and in different cultural contexts can be confusing. The many definitions relating to sexually violent and/or exploitative behaviours tend to place emphasis on the perpetrator and/or victim, whilst ignoring wider social factors closely associated with this problem and its prevention. Therefore, in establishing the parameters for the problem that this publication is designed to address, it was considered important to define the problem in comprehensive terms rather than focusing on the narrower frame of individual acts. This also reflects the underlying aim and scope of this publication – to articulate ways to prevent rather than simply to depict the problem of sexual and gender harassment and abuse in sports. The main terms used in this publication are adapted from the Norwegian Olympic and Paralympic Committee and Confederation of Sports (2010) as well as from the Norwegian Gender Equality Act and defined as follows.

Harassment relates to unwanted attention or conduct, the violation of dignity and/or the creation of a threatening, hostile, intimidating, degrading, humiliating or offensive environment.

Abuse implies that a person's rights are violated or infringed by another. This is based on an abuse of power and trust.

Gender-based harassment means unwelcome conduct related to a person's gender that has the effect or purpose of offending another person's dignity.

Sexual abuse means to trick, force or coerce a person into any sexual activity the person does not want or is not sufficiently mature to consent to.

Sexual harassment refers to behaviour of a sexualised nature which is unwanted, exploitative, degrading, coerced, forced and/or violent.

Such behaviours may be verbal, non-verbal and/or physical. The examples of **verbal** harassment and abuse include unwanted or degrading intimate questions relating to body,

clothes or one's private life, jokes with a sexual innuendo, and proposals or demands for sexual services or sexual relationships. These may also be in the form of unwanted telephone calls, letters, text messages or other communication with a sexual content. The **non-verbal** examples of harassment and abuse include staring, gestures, showing pictures or objects with sexual allusions. The examples of **physical** harassment and abuse include unwanted, unnecessary or forced physical contact of a sexual nature, such as pinching, pressing oneself onto the body of others, attempting to kiss or caress another person, sexual penetration and rape.

Sexual and gender harassment and abuse and the realm of sport

Building on these definitions, the aim of the project is to address the problem of human rights violation within sport that are expressed through sexual or sexualised conduct. Although such conduct is understood to be frequently manifested through individual behaviour, it is closely associated with collective values and established social power relations. Regardless of the specific form such behaviour takes, it often has a damaging impact on the person who experiences it and can result in negative long-term consequences, both for individuals and organisations.

For the sports community, it is important to consider not only that perpetrators may be attracted by the unregulated access that sport often provides to children and vulnerable adults, but that its specific structures, values and cultural practices might also generate conditions conducive to the abuse of power and trust and the manifestation of sexual and gender harassment and abuse. The perpetrators of sexual harassment, violence and abuse are overwhelmingly male, and research has noted that the all-male, hyper-masculinist environments that are widespread within sport are particularly conducive to the exploitation of women and children.

Furthermore, sport frequently involves close personal relationships, both among groups of athletes and between individual athletes and their coaches or leaders. According to WomenSport International (WSI, 2004) the trust that develops between athletes and leaders is often regarded as an essential part of training for success. Essentially, a perpetrator (already in a position of relative power) may seek to establish a relationship with the victim which appears to be built on trust and mutual objectives. This can create a situation where the victim is unable to resist sexual advances, which are then escalated to the point where the victim may feel that he or she has consented to the sexual activity and is responsible for it. The sexual activities then become even more confusing and even more difficult to resist. It appears to be easy for more powerful individuals, whether seniors, peers or coaches, to take advantage of those with less power using demeaning, sexually harassing behaviour such as sexist jokes or unwanted touching or, in the most extreme cases, abusing them sexually, emotionally or physically.

This may especially be the case in contexts where there is little or no awareness of human rights and/or equality, especially children's rights, and a lack of opportunities for all groups to engage in decision-making processes. Therefore, whilst sexual and gender harassment and abuse cut across all social categories, perpetrators are overwhelmingly those in positions of social, cultural, organisational or situational power, and victims are overwhelmingly those in a subordinate position relative to the perpetrators. As such, some social groups may be particularly vulnerable to this form of human rights violation, especially where there is an absence of codes of conduct and professional standards. A number of researchers and international organisations have put much effort in exploring the problem and offering recommendations and guidelines on how to address this issue at various levels. Chapter 2 attempts to provide an overview of such efforts.

2. Empirical findings and existing recommendations

Our knowledge on the incidence and prevalence, prevention and control of sexual and gender harassment and abuse in sports has been enriched since researchers started publishing empirical and anecdotal data on this topic in the early 1990s. Qualitative interviews with female victims of sexual abuse in sport have highlighted a series of risk factors related to the victim (e.g. younger than the perpetrator, lack of a strong relationship with their parents), the perpetrator (e.g. older than the victim, in a position of significant power) and the organisation (e.g. no codes of conduct or clear reporting procedures) (Brackenridge, 2001; Cense & Brackenridge, 2001; Fasting & Brackenridge, 2009; Klein & Palzkill, 1998; Toftegaard-Nielsen, 2003). There have been qualitative studies on male victims (Hartill, 2009), the impact of policy (Hartill & Prescott, 2007; Rulofs, 2007) as well as case studies of sexual abuse (Rhind, McDermott, Lambert & Koleva, 2012; Vertommen, 2011).

Quantitative studies on the prevalence of sexual and gender harassment and abuse in sports have been undertaken in a number of European countries including Denmark (Toftegaard-Nielsen, 2001), the UK (Alexander, Stafford & Lewis, 2011), the Czech Republic (Fasting & Knorre, 2005), France (Jolly & Décamps, 2006; Décamps, Dominguez, Jolly & Afflelou, 2011) and Greece (Chroni & Fasting 2009). These studies have reported significant incidents of sexual and gender harassment and abuse in the realm of sports. Thus, a study of elite female athletes in Norway revealed that 28% of the sample had been sexually harassed and/or abused in a sports setting (Fasting, Brackenridge & Sundgot-Borgen, 2004). Similarly, a study in the UK reported that 29% of the sample of athletes representing all competitive levels had been sexually harassed (34% of females and 17% of males) while 3% had been sexually abused (5% of males and 2% of females) (Alexander et al., 2011).

The first calls for attention to the problem of sexual and gender harassment and abuse in sports appeared to mainly concern girls and women in sports. Today, however, it is acknowledged that this problem concerns both genders. Most studies inside sport settings have surveyed elite female athletes' experiences of sexual harassment by a male perpetrator (coaches and/or peer-athletes). Some studies have included both male and female athletes. Besides the empirical study by Hartill (2009), cases of sexual harassment among male athletes appear to be an under-researched area; there is also inadequate knowledge about same-sex female harassment. Since the phenomenon of sexual and gender harassment and abuse in sports is under-reported for both male and female athletes of all levels and ages, there is a great potential for more research in this area in most European countries and particularly in those with no past scientific documentation of the problem.

In parallel with increasing knowledge, a number of international organisations and political structures have developed directives and recommendations on how to address the problem of sexual and gender harassment and abuse in sporting environments. The corresponding recommendations will be presented in brief and in chronological order.

In 1994, the WomenSport International (WSI) organisation published the first information brochure on sexual harassment, which ended with guidelines for what should be done to help prevent sexual harassment and abuse in sport. Recommendations included implementing codes of ethics and conduct for coaches, no matter whether they work with adults or children, fostering a climate of open discussion about the issues of sexual harassment and abuse, adopting athlete and parent education programmes which inform and advise athletes on their rights and how to maintain their integrity and autonomy, and putting into practice rigorous screening procedures for the appointment of all sports personnel.

Ten years later (2004), WSI produced the first ever position statement condemning any form of sexual harassment exhibited toward female athletes. In the recommendations offered for minimising the risk of sexual exploitation in sport, the WSI position statement suggested such actions as adopting harassment-free policies and procedures and systematically monitoring their effectiveness, initiating education and training programmes for all individuals involved in sport on harassment-free sport, and embedding democratic leadership styles to mitigate abuses of power.

Following two reports by Brackenridge and Fasting on “The problems women and children face in sport with regard to sexual harassment” (1998) and the “Analysis of codes of practice for preventing sexual harassment and abuse to women and children in sport” (1999), the European Ministers responsible for sport adopted Resolution No. 3/2000 on the “Prevention of Sexual Harassment and Abuse of Women, Young People and Children in Sport”. The Council of Europe asked their Member States to “commission research and collect data at national level, in co-operation with national or international organisations and researchers, to ascertain the scale and importance of this problem in sport in their countries”, and to “prepare a national policy” (p. 1). Today a number of EU Member States still have not prepared or adopted a national policy against sexual harassment in sport, nor researched the phenomenon.

In 2003, the EU Parliament Resolution on Women and Sport urged its “Member States and sports federations to adopt measures for the prevention and elimination of sexual harassment and abuse in sport by enforcing legislation on sexual harassment at work, informing athletes and their parents of the risk of abuse and the means of legal action available to them, offering specific training to the staff of sports organisations and ensuring that criminal and disciplinary provisions are applied” (INI/2002/2280, §40).

In 2005, a recommendation on discrimination against women and girls in sport was passed by the Parliamentary Assembly of the Council of Europe, who called for combating sexual abuse in relation to sport. In 2010, the Council of Europe initiated the campaign *lin5* aiming at stopping sexual violence against children.

In 2007, the EU Parliament further urged its Member States “to define best practices against sexual harassment and abuse in the sports domain” and “to adopt measures for prevention and control and to organise educational campaigns” (INI/2007/2086, §57).

In addition, the European Commission published the *White Paper on Sport*, where it recognises the need for protecting “the moral and physical integrity of young people through the dissemination of information on existing legislation, establishment of minimum standards and exchange of best practices” (2007, p. 17).

In the same year, the International Olympic Committee (IOC) adopted a *Consensus Statement on Sexual Harassment and Abuse in Sport* suggesting several practical steps to improve athlete safety by providing guidelines for prevention and resolution. The IOC recommendations once again promoted actions such as the development, monitoring and evaluation of policies and procedures for the prevention of sexual harassment and abuse in sport, the development of education and training programmes, and the nurturing of strong partnerships with parents and care-givers in order to prevent the phenomenon.

Also in 2007, the United Nations published its first report on *Women, gender equality and sport* (2007). The report focuses on violence against women, exploitation and sexual harassment and recommends that “there should be commitment to creating safe and supportive environments for women and girls to participate in sport” and that “initiatives must address a number of key issues such as gender stereotyping, power relationships between

coaches and athletes, as well as the link between international sporting events and prostitution and the risk of human trafficking to fill that demand” (pp. 29 - 39).

In 2010, UNICEF published the review document *Protecting Children from Violence in Sport*, revealing the absence of research data and knowledge and the necessity to establish structures for eliminating violence in sport. The document provides recommendations for minimising the risk of sexual harassment and abuse of children in sport. Among these recommendations, some prevention initiatives can be applied to child athletes and others to both children and adults. There is a strong emphasis on the need for research. Accordingly, prevention policies should be based on reliable evidence, since “without an evidence-based framework, policies may be based on myths, stereotypes or lack of awareness, and may simply be ignored” (p. 23). The document presents specific areas where further research is needed – such as the diverse forms of physical and emotional abuse of children in sport, the prevalence, forms and impact of violence in sports worldwide, and experience gathered in societies outside the current research base.

Overall, the recommendations for the prevention of sexual and gender harassment and abuse set forth by various international bodies and organisations are geared towards two main courses of action: *prevention* and *control*.

The actions endorsed for the *prevention* of the phenomenon cover the areas of:

- (i) delivery and dissemination of research that will supplement our knowledge, deepen our understanding and improve our methods of intervention;
- (ii) development of codes of ethical behaviours for all involved parties;
- (iii) education and training of all involved parties (coaches, staff, athletes, parents, etc.); and
- (iv) development of action plans and adoption of policies against sexual and gender harassment and abuse in sports;

For the *control* of the phenomenon, the proposed actions endorse:

- (i) establishment of specific procedures that will support and protect all involved parties; and
- (ii) monitoring of sexual and gender harassment and abuse in sports and rigorous evaluation of all measures in effect.

In spite of the abovementioned efforts to promote safe sporting environments across the EU and the Member States of the Council of Europe, not all Member States have acknowledged or acted upon these recommendations. In order to make a difference in the European sporting environment, these recommendations need to be endorsed at all levels: international, national, and local. The sports community must acknowledge that if the potential benefits of sport are to be realised by participants, there must be “collaboration between the agencies responsible for sport for development and those responsible for child protection” (UNICEF, 2010, p. 27) and for equal rights. Without effective partnerships for knowledge generation and sharing of best practices, change will be haphazard and limited and perpetrators in sport will continue exhibiting inappropriate behaviours and many children, women and men will continue experiencing harassment and abuse within sport.

Chapter 3, which aims at facilitating cross-national exchanges on prevention of sexual and gender harassment and abuse in sports, points out the challenges of the cross-national comparison at the European level; it also describes how this problem became a public issue in several European countries and how they responded to it, and, finally, it summarises what European countries can learn from each other’s experiences.

3. The status quo in selected European countries

Cross-national comparison of how European countries manage the prevention of sexual and gender harassment and abuse in sports is complicated by a number of factors. Besides the fact that European countries have different national legal frameworks, they all have differently organised sport structures that vary drastically in terms of their possibilities to initiate policy changes. Thus, cases of sexual and gender harassment and abuse in sporting environments can fall under a range of various legislative areas that address sexual conduct in general and not within the sporting context in particular. Such cases can be regulated by employment law, sexual offences acts, child protection laws, programmes safeguarding vulnerable groups as well as under equality and/or anti-discrimination legislation. Furthermore, the fact that the age of consent across Europe – the minimum age at which a person is considered to be legally competent to consent to sexual acts – varies from 13 to 18 years illustrates the complexity and difficulty of suggesting one approach that may function across national, cultural and legal borders. See Table 1.

Table 1: Age of consent in selected countries

Countries	Age of consent
Spain	13
Bulgaria, Croatia, Germany, Hungary, Portugal	14
The Czech Republic, Denmark, France, Greece, Poland, Romania, Sweden, Slovenia	15
Belgium, Finland, the Netherlands, Norway, Russia, the United Kingdom	16
Cyprus, Republic of Ireland	17
Malta, Turkey	18

In some countries the age of consent is raised to increase the protection of specific vulnerable groups (e.g. the 15-year age limit is raised to 18 for all relationships where care/teaching is central, including sport).

Whereas sport structures and stakeholders are also organised differently throughout Europe, coherent approaches and networking are extremely useful to create a complex action plan and policies within a single country. To overcome these challenges and to help individual countries navigate this problem, there is urgent need for guidance and policy on the European level. Since during the last two decades several European countries have managed to achieve significant progress in addressing the problem of sexual and gender harassment and abuse in sports at different levels, it is important to show how the problem became a public issue in these countries and how they responded to it.

High-profile cases of abuse across Europe

Within a twenty-year historical perspective, media coverage of cases of abuse in sport appears to have played an important role for attracting attention to the problem. In Denmark, France, Germany, the Netherlands and United Kingdom, sexual violence and abuse within sport became a significant public issue during the 1990s, when the national media provided extensive coverage of cases of child sexual abuse in sporting contexts. Such cases led to outpourings of “moral panic”, which then became the catalyst for change.

In the UK, there was intense media coverage of the Paul Hickson case from 1993 until his eventual conviction in 1995. Hickson, an Olympic swimming coach, was sentenced to

seventeen years in prison for rape and sexual assaults against female teenage swimmers in his care. Following the Hickson case and much advocacy work, a Child Protection in Sport Task Force was convened in 1999, which led to the establishment of the Child Protection in Sport Unit (CPSU) in 2001. This unit works with key stakeholders throughout sport to minimise the risk of children being abused within the sporting context.

In Germany, the topic became public when a severe case of child abuse was reported in the German media in 1995. Karel Fajfr, a successful figure-skating coach, was sentenced by a court for eleven cases of sexual abuse and two cases of bodily injury against his female skaters. Fajfr was sentenced to two years in prison, fined approximately € 13,000 and banned from coaching for three years.

In 1995, the former teacher, scout leader and sports coach Jacky Kaisersmertz admitted to systematically sexually abusing children in France over more than 30 years. His activities were uncovered after one of his former victims killed himself. Some 72 male victims aged 8 – 15 years were identified, and 60 complaints reached the court, resulting in 20 years' imprisonment. In 2007, French sports organisations commissioned research and policy work after two high-profile abuse cases. One involved the hammer thrower Catherine Moyon, who reported being a victim of sexual violence from coaches and other athletes during training. Then, Isabelle Demongeot, a former high-ranking tennis player, claimed to have suffered several years of repeated rape by her coach while still a minor.

In the Netherlands, a high-profile case was reported in 1996. A group of three elite female judokas officially accused their coach Peter Ooms of sexual abuse. He had guided all of them to the Olympic Games. Although these complaints did not really differ from earlier complaints voiced in public, the response of both the sports federation and the public was stronger than ever. The coach was condemned for his abuse, fired and prosecuted by law. This incident motivated the Netherlands Olympic Committee and Netherlands Sports Confederation (NOC*NSF), the largest sports confederation in the Netherlands, to start a project against sexual harassment and abuse in sport. This project had two main goals: first, to develop a structure that assists sports federations in case of an actual incident, and second, to develop a prevention programme for eliminating the permissive sports culture that seemed partially responsible for incidents like the Ooms case.

In Denmark, an HIV-positive martial arts coach caused extreme media headlines in 1998, when it became clear that one of eleven systematically abused boys had been contaminated. The coach was sentenced to four years' imprisonment. The national sports organisations distanced themselves from this case, highlighting that the coach had been operating a non-profit sports club with no formal affiliation to them. Nevertheless, this case gave impulse to sports organisations to prevent convicted perpetrators from entering sport by introducing criminal record checks.

The above examples illustrate how high-profile media coverage can contribute to the problem of sexual and gender harassment and abuse in sports by becoming a public issue and facilitating changes at national levels. It also suggests, however, that in some countries – despite high-profile cases of abuse and international calls for action – significant efforts are yet to be made in order to address the problem of sexual and gender harassment and abuse in sports and to translate sport specific resolutions into concrete policy actions.

Examples of national approaches

The comparison of how various European countries (that have made significant progress in the prevention of sexual and gender harassment and abuse in sports) address this issue reveals that their structures share a number of important characteristics such as, for example, a

centralised agency that deals specifically with sport and embeds best practises. Thus in the United Kingdom the Child Protection in Sport Unit (CPSU) was established in 2001. Its mission is to build up the capacity of sports, to safeguard children and young people in and through sport and to enable sports organisations to lead the way in keeping children safe from harm. The CPSU has established policies in relation to the governance and practice of sport in England. In particular, all centrally funded governing sports bodies are required to comply with a three-tiered system of national standards as a condition of continued funding. This is part of a national strategy for safeguarding children and young people in sport (2006 – 2012). In 2010, the CPSU issued a ‘Call to Action’ which introduced a new ‘Framework for Safeguarding Children in and through sport’. The key objectives of the framework are to enable sport to embed good safeguarding practice at all levels and to integrate the involvement of children and young people in the development and implementation of safeguarding processes.

Another example of a centralised support service can be found in Norway. Updated guidelines were approved by the board of the Norwegian Olympic and Paralympic Committee and Confederation of Sports (NIF) in 2010. These ten new guidelines concern both sexual harassment and abuse. In addition, a booklet with definitions and general information on the prevention of sexual harassment and abuse is also available. Both the guidelines and booklet prescribe mandatory procedures in case of sexual harassment and abuse (NIF, 2010).

In the Netherlands, the sports governing body – the Netherlands Olympic Committee and Netherlands Sports Confederation (NOC*NSF) – established a helpline for sexual harassment in sport, which employs about 20 counsellors. The counsellors work to support victims, parents, alleged perpetrators and sports organisations and refer callers to other relevant professional organisations. This helpline is part of a group of strategies targeting the prevention of sexual and gender harassment and abuse in sports. Other strategies include a code of conduct, an exemplary policy for organisations, a registration system of convicted perpetrators, an e-learning module on policy development, annual training courses for local welfare officers, a tool-kit for helping organisations get started, information campaigns and evaluation measures through scientific research.

In Germany, 2010 was the starting year for a broad prevention campaign initiated by the German Olympic Sports Confederation (DOSB) and the German Sports Youth (dsj). This campaign encompasses a variety of different strategies. Firstly, all DOSB member organisations nominated a commissioner for the prevention of sexualised violence. Furthermore, the DSJ now maintains a website (<http://www.dsj.de/kinderschutz>) with information on the prevention of sexualised violence, e.g. contact details for commissioners within the organisations as well as drafts of ethical codes prepared by specific member organisations. This work has been supplemented by the establishment of an expert group, the hosting of a national conference and the creation of a training programme for key personnel. Brochures have also been produced to provide guidelines on child protection and the judicial system (Rulofs, 2011).

Alongside these structures, some countries require criminal record checks for people working with children. For instance, the Norwegian Olympic and Paralympic Committee and Confederation of Sports decided in March 2008 that every person (whether unpaid volunteer or paid staff) working with children in sport must provide police clearance concerning prior conviction for abusing children sexually. This law was implemented in January 2009 and applies to sports organisations at all levels. In Denmark this procedure became compulsory by law for all persons working with children younger than 15 years of age, and since 2012 Danish voluntary organisations have to declare compliance to this law, which includes coach education as a key task of every structure, when applying for public funding.

What can European countries learn from each other?

Although different European countries are at different stages of development regarding the prevention of sexual and gender harassment and abuse in sports, they can all learn from each other's experiences. As illustrated, media coverage can be an important trigger for subsequent action concerning high-profile cases. When cases of abuse are highlighted, awareness amongst politicians, key stakeholders and the public can provide a context which encourages changes that can help prevent future cases. At the same time, the tendency to publish only extreme cases can contribute to a perception that sexual and gender harassment and abuse in sports are rare and extreme events. Media coverage of cases which fall at all stages of the continuum of sexual and gender harassment and abuse needs to be encouraged in order to facilitate a holistic approach.

Research conducted in Europe can help countries share and compare findings to highlight similarities and differences (e.g. Fasting, Chroni, Hervik & Knorre, 2005). In countries where no research of sexual and gender harassment and abuse has taken place yet, there is scope for exploratory and descriptive research to define and clarify the extent of the problem. Countries that have built upon such work and conducted prevalence studies can begin to undertake more advanced research in order to analyse the factors that promote or prevent sexual and gender harassment and abuse in sports. This will facilitate the further development, implementation and evaluation of interventions. Exchanging research results across Europe also increases the potential to employ a more diverse range of methodological approaches (such as case analysis, ethnography, systematic observation and experimentation).

Although differences exist in approaches to prevent sexual and gender harassment and abuse in sports in several European countries, highlighting the key elements of the applied strategies could guide developments in other countries. For example, one common denominator that has been identified is the need for clear structures, policies and procedures regarding sexual and gender harassment and abuse in sports. This can be facilitated by defining clear action plans including prevention measures (e.g. criminal record checks, educational programmes and codes of conduct), managing allegations (e.g. clear reporting procedures and mechanisms for supporting the victim and the alleged perpetrator) and managing the case post-judgment (e.g. sanctioning the individual and learning from the case so that the experience can feed into future preventive methods). Research and systematic evaluations are also required to evaluate the efficacy and effectiveness of each of these key elements. The lack of relevant structures for the prevention of sexual and gender harassment and abuse in sports continues to be a limiting factor in a number of European countries.

4. Initiatives in Europe and beyond

To provide a stimulus for action to explore and prevent sexual and gender harassment and abuse in sports for a range of actors including the academic community, policy-makers, human rights activists, sports stakeholders, coaches and athletes, this chapter provides nineteen examples on how the problem is tackled in various contexts. These examples come from nine European countries as well as Canada and Australia which, together with the United Kingdom, seem to be in the vanguard of eradicating the problem. The sixteen European examples cover initiatives from Belgium (1), the Czech Republic (2), Denmark (2), France (1), Germany (2), Greece (2), the Netherlands (1), Norway (2) and the United Kingdom (3). Three examples from Australia (1) and Canada (2) complement the list.

To illustrate how international recommendations may be translated into action, the examples have been arranged according to the recommendation types discussed in Chapter 2 covering initiatives on research, awareness-raising, education and training, action plans and policies, supporting and protecting procedures as well as monitoring and evaluation. Finally, the examples provided here cover not only implemented initiatives but also those that are still in progress and still require time for being monitored or evaluated. Each example contains not only detailed information on its historical background and content but also information on what makes this particular initiative good and what its limits and possibilities are.

The initiative in short:

Type of recommendation:
research

Location: Norway

Implementing body:
Norwegian School of Sport
Sciences and the Norwegian
Olympic Committee (NIF)

**Problem tackled by the
practice:** surveying the
experience of sexual
harassment and abuse among
female elite-level athletes and
non-athletes

Target group: Norwegian
female elite-level athletes and
non-athletes

Year of implementation: 1997
– 2009

Stakeholders: NIF

Financial/human resources:
Norwegian school of Sport
Sciences and the Norwegian
Olympic Committee

Sexual harassment and abuse study among Norwegian female elite athletes

Kari Fasting

Historical background/context of the initiative

The Norwegian Women Project was administered by the Norwegian Olympic and Paralympic Committee and Confederation of Sports (NIF) from 1995 - 2000. Its objective was to increase the number of women in sport leadership positions, in coaching and other supporting areas. It also aimed at improving the quality of female participants in top-level sports in order to increase the number of medals won internationally. One of the methods used to reach these goals was research. The research part of the Norwegian Women Project contained a number of different research areas such as pregnancy and motherhood for elite athletes, bronchial hyperactivity and asthma, the menstrual cycle and its effects on performance, stress, incontinence, sexual harassment, and the female athlete triad. The main goal for the part of the project concerning sexual harassment and abuse (Fasting et al., 2000) was to produce knowledge which could be of practical use for athletes and sports organisations, particularly in relation to the prevention of harassment and abuse. When the data gathering took place in 1998, no empirical study on sexual harassment and abuse had taken place in Norway. At about the same time, a big scandal occurred in Norwegian sports. The coach to Vebjørn Rodahl, a Norwegian runner who had won a gold medal for 800 metres in the 1996 Olympics, was sacked by the Norwegian Track and Field Association, by his club, and a couple of days later by Vebjørn Rodahl himself. The coach was accused of having sexually harassed/abused two female athletes. The case itself raised many questions inside Norwegian sport because it became clear that Norwegian sport did not have a system to handle such cases. As the first empirical study on sexual and gender harassment and abuse occurred more or less at the same time, the research project 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.

Detailed description of the initiative: What problems were tackled?

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. 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 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.

A challenge with doing survey research is that one often gets a very low response rate. As shown above, this was not the case for this study. It is difficult to know why such a good response rate was achieved. One possible explanation is that this research project was supported not only by the Norwegian Olympic Committee but also by the different athletes' own sports federations. The fact that the questionnaire was primarily not about sexual harassment and abuse, but about eating disorders and attitudes towards doping etc., may also have helped to encourage returns.

Underreporting is another typical problem with difficult and sensitive issues such as sexual harassment and abuse. There are therefore reasons to believe that underreporting also exists in this study. In addition, it should be mentioned that respondents were asked about the past: "Have you ever experienced any of the following situations?" There is, therefore, the possibility that experiences of sexual harassment and abuse were forgotten or suppressed. This might have been particularly true for those who had experienced more serious forms of sexual harassment and abuse.

Time scale

This survey data were gathered through 1997 and 1998, and results were published in 2000-2004 (Fasting et al., 2000; 2003; 2004). A follow-up study was later conducted in which 25 qualitative interviews were carried out with athletes who had experienced sexual harassment (Fasting et al., 2002; 2007; 2009).

Bodies/Stakeholders and target groups

The project was funded by Norwegian Olympic Committee and the Norwegian School of Sport Sciences and targeted at researchers and national sports organisations.

Reason for including the initiative into the catalogue: What makes it good?

Five reasons stand out for why this project deserves a place in this catalogue:

- 1) Sports organisations have often neglected the fact that sexual harassment and abuse occur in sport. As a consequence it has also been difficult for researchers to get access to carry out studies. This was not the case here. The study was initiated and supported by the sports organisations themselves.
- 2) The sample consisted of all elite-level female athletes in Norway. It is often difficult for sport scientists to get access to the best athletes.
- 3) The study has an extraordinarily high answering percentage and is thereby representative for the populations studied.

- 4) It is so far the only research project, nationally and internationally, which in the same study has compared athletes with non-athletes.
- 5) Based on the results of this study, the Norwegian Olympic and Paralympic Committee and the Confederation of Sports developed and adopted guidelines for safeguarding athletes against sexual harassment in sport (NIF 2000).

Evaluation: Limits and possibilities of the initiative

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. Though there are ethical reasons for not doing such surveys, sports politicians need valid research as a basis for action. When in 2000 NIF held a press conference where the main results of the study were presented, it received a lot of media attention. There is reason to believe that this raised the level of consciousness in the general population and in sport that sexual harassment and abuse were issues one needed to prevent from occurring. Though the first ever guidelines safeguarding athletes from sexual harassment in sport that were adopted as a result of this study could have been much better, there is reason to believe that they have had some preventive effect.

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The initiative in short:

Type of recommendation:
research

Location: Czech Republic

Implementing body: Czech Olympic Committee

Problem tackled by the practice: empirical research on sexual harassment in sport

Target group: 600 athletes (top level, recreational level, sports universities students)

Year of implementation: 2001 - 2005

Stakeholders: sports organisations and sports universities in the Czech Republic

Financial/human resources: Czech Olympic Committee & Norwegian School of Sport Science

Website: www.olympic.cz

Women in sport in the Czech Republic – experiences of female athletes

Naděžda Knorre

Historical background/context of the initiative

The issue of sexual harassment in sport is not yet part of Czech public agenda, although sexual harassment was defined as a wrongful act in the Czech Labour Code of March 1, 2004. Sexual harassment is defined here as

behaviour of a sexual nature in any form rightly perceived by the respective employee as unwelcome, inappropriate or insulting and the intention or impact of which leads to reducing the dignity of the physical person or to the creation of a hostile or disturbing environment at the workplace or may be rightly perceived as a condition for decisions influencing the performance of rights and duties in the employment relationship. Similar provision is made in relation to the army and the police.

Nevertheless, current sociology research shows a certain tolerance of mild forms of sexual harassment as being characteristic of the Czech society.

In 2001, the Women and Sports Committee of the Czech Olympic Committee in cooperation with the Czech Sports Union therefore initiated a research project 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.

The goal of the project was to assess the present role and situation 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.

Detailed description of the initiative: What problems were tackled?

To perform well and enjoy practice and competition it is important for athletes to feel comfortable and safe. Therefore athletes were asked several questions about this. The goal of the project was to develop knowledge about the influence and the meaning of gender relations in the lives of female athletes in the Czech Republic.

The following specific research questions were defined:

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?

Methodological approach and target groups

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).

Findings

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.

Reason for including the initiative into the catalogue: What makes it good?

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. The importance of preventive work appeared clearly in the project results. Important general recommendations were addressed to all sport organisations:

- ensure that gender issues are mainstreamed in all coach education courses for men and women coaches in line with EU policy;
- adopt clear and strict regulations that ban sexual relationships between coaches and their athletes;
- in accordance with the EU Resolution on Women and Sport (June 2003) to develop a policy for educating and protecting people in sport from sexual harassment, the Czech Olympic Committee and the Ministry of Education, Youth and Sport, published a booklet titled Preventing SH in sport in the Czech Republic in 2005. 5000 copies were printed. The booklet based on the project results and should help to:
 - recognise, through education, what is meant by sexual harassment;
 - protect athletes and coaches from sexual harassment;
 - protect coaches from false allegations of sexual harassment;
 - refer concerns about sexual harassment to the authorities;
 - be confident that athletes' and coaches' concerns and reports will be taken seriously;
 - ensure that coaches or athletes who are proved guilty of harassment are sanctioned.

Evaluation: Limits and possibilities of the initiative

As mentioned in the introduction, the overall aim of the project was that the results should serve as a basis for sports organisations in the Czech Republic. The project 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.

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The initiative in short:

Type of recommendation:
research

Location: Greece

Implementing body: Stiliani
Chroni, Kari Fasting and
students

Problem tackled by the
practice: first set of data on
sexual harassment in Greek
sport

Target group: recreational,
national and elite Greek
female athletes

Year of implementation: 2005
– 2008

Stakeholders: all parties
involved with sports

Financial/human resources:
partially funded by the
University of Thessaly's 3rd
EU Committee of Education
Fund (2002 – 2008)

Website:

<http://www.hape.gr/emag.asp>

Prevalence of male sexual harassment among Greek female sports participants

Stiliani "Ani" Chroni

Historical background/context of the initiative

Sports in Greece have a rich and long history. Through the years, despite territorial occupations, wars, political and social reforms, sport has remained a dynamic social institution. Greek men and women have the opportunity to participate in sports and profit from its potential benefits.

However, anecdotal and media reports have brought to light a number of cases of sexual and gender harassment and abuse harmful to the athletes suffering them. In addition, through my work as a sports psychology consultant I have been told by athletes of certain inappropriate behaviours exhibited toward them, and in my capacity as an academic teacher I have also observed inappropriate behaviours toward sports science students with my own eyes.

As I listened to Kari Fasting's presentation on sexual harassment research at the 2004 Pre-Olympic Congress, it became important to me to collect research-based evidence exposing the occurrence of the phenomenon. I realised that, to work toward a safer sports environment, (a) future coaches and PE teachers needed research-based educational material and (b) the key players in Greek sport needed to be alarmed based on actual data if they were to take any action against sexual harassment.

The issue of sexualised violence in sport was not part of the Greek public agenda then, and it still is not today. The cases of abuse against male and female athletes that managed to attract media attention did not attract the attention of Greek state authorities. The governing bodies and key players in Greek sports in 2004 were the Sub-Ministry of Sport and the General Secretariat of Sports overseeing all sports and sporting activities. Furthermore, at the time of the study design (2004) sexual harassment was neither officially defined nor recognised as a wrongful act in Greece.

Sexual harassment was defined as a wrongful act in Greece in August 2006 in compliance with the EU Council and Parliament Directive (2002/73/EC) for the equal treatment of men and women in employment. Accordingly, law 3488/2006 came in effect covering the public and private labour sector in Greece. Educational institutions and other voluntary organisations, such as sports clubs, were not protected under the new law.

Detailed description of the initiative: What problems were tackled?

The study was part of a larger cross-cultural project titled Gender Relations in Sport – The Experiences of Czech, Greek, and Norwegian Sporting Women

Problem tackled/Target of the initiative

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 project 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?

Methodological approach/Target groups

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 non-competitive 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”).

Findings

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%).

Reason for including the initiative into the catalogue: What makes it good?

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 marginalised 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 harassment and abuse in sports.

Most importantly, the necessity to recognise 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.

Evaluation: Limits and possibilities of the initiative

The sensitivity of the issue and the limited funding prevented the collection of extended data. Sexual harassment is treated as a societal taboo in Greece, and the occurrence of it in sports is regarded with disbelief and irony; as a result, the study's findings have been criticised as fictional. Moreover, the lack of a methodical connection between sports science research that is performed in an academic context and Greek sports overseen by their governing bodies has not allowed studies like the one presented here to make an impact besides attracting media attention. The lack of the researchers' involvement with politics and political parties in Greece has been another barrier for the study's findings to challenge key players into recognising the existence of the phenomenon and taking any action against it.

Today, the two main sports governing bodies and key players in Greek sport are the General Secretariat of Sports, which oversees all competitive sports, and the Special Secretariat of Sports under the Ministry of Health and Social Solidarity, which is responsible for sport-for-all. Sexual and gender harassment and abuse is still not part of their agenda (although an increasing number of cases attracted media attention in the fall of 2011), and sports organisations and stakeholders are unprotected against sexual and gender harassment and abuse, as there are no specific laws and/or policies or codes of ethical conduct in place.

Ultimately, it is only under an EU directive that the Greek government will take proactive and reactive measures for safeguarding male and female athletes from sexual harassment and abuse experiences. Meanwhile, any collaboration between sports science researchers and sports governing bodies on the prevention and control of sexual harassment and abuse raises the possibility of progressive change.

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The initiative in short:

Type of the recommendation: research

Location: France

Implementing body: Ministry of Sports

Problem tackled by the practice: protecting athletes from sexual assaults and sexual abuse in France

Target group: victims and all level athletes in organized sport in France

Year of implementation/ duration: 2007 – 2009 (most intensive realisation), some activities still going on

Stakeholders: sports federations in France

Financial/human resources: Ministry of Sports

Detection and prevention of sexual harassment and violence in sport

Greg Décamps, Joca Zurc

Historical background/context of the good-practice

The first publicised case of sexual abuse in sport in France was that of athlete Catherine Moyon, hammer thrower, who reported being a victim of sexual violence from coaches and other athletes during a training preparation in the 1990s. At that time, the sports minister was trying to pursue this matter but this had no visible effect on a national political level. In 2000, former tennis player Isabelle Demongeot claimed to have suffered several years of repeated rape by her coach. After Nicolas Sarkozy was elected president in 2007, she informed him about the incident and he responded to her request. The president entrusted Roselyne Bachelot, Minister for Health and Sports, the burden of establishing a program which:

- assesses the extent of the phenomenon in France;
- aims to prevent the occurrence of violence in sport;
- promotes monitoring and listening to victims.

In 2007, the Ministry of Sports established a working group to address the problem of sexual harassment and abuse in sports and issued a national survey to investigate the prevalence of abuse coordinated by Greg Décamps, University of Bordeaux and the hospital of Bordeaux.

There is no specific law on sexual violence in sport in France at the moment. However, French law considers two types of sexual violence: sexual assaults and sexual abuse. The assaults include rape, forcible touching against the will of the victim, and sexual harassment. The sexual abuse concerns other forms of sexual violence that are not performed by use of force, threat, coercion or surprise. The Working Group of the Ministry of Sports adopted the following terminology: sexual assault, sexual abuse and sexual harassment (bullying/extortion, exhibitionism/ voyeurism).

Detailed description of the initiative: What problems were tackled?

Four actions have been implemented by the working group of the Ministry for Health and Sports in France:

1. Developing a code of ethics for sports facilities;
2. Implementation of prevention and awareness programs in sports centres;
3. The creation of trainings and formations including the theme of sexual violence for the professionals working in sport centres (coaches, medicals...);
4. Setting up a call centre to listen to victims of sexual harassment and abuse in sport.

The code of ethics was drafted by the working group of the Ministry of Sports and signed by the Minister of Sports and the French Olympic Committee president in March 2008. The signing of the French Olympic Committee was then set to engage each of the French sports federations to get involved in the fight against sexual abuse, sexual assault and sexual harassment in sports by:

- adopting the system proposed by the Ministry of Sports;
- supplementing the system by taking further steps and more discipline-specific actions (for example establishment of rules of good conduct for athletes, coaches, supervisors, leaders, parents, etc.).

Outside of sports federations, the actors responsible for managing the program of control and prevention are:

- the regional structures of the Ministry for Health and Sports (nearly twenty regions in France);
- the training centres for athletes from each region.

In an effort to facilitate awareness and prevention activities, the Sports Ministry has commissioned a tool available to the educators and medical personnel of sports centres. This tool consists of a DVD on which scenes are played by actors to explain how certain contexts may enhance the occurrence of sexual harassment and abuse or to better understand the psychological reactions of victims. The ministry suggested in 2008 that all sports facilities had to organise a prevention day once a year.

From 2007 to 2009, a national survey on sexual assault, sexual abuse and sexual harassment in sports was conducted in France. This was undertaken by the University and the hospital of Bordeaux and was performed on more than 1400 athletes through a questionnaire distributed in sports centres. In this questionnaire, the athletes were asked to indicate whether they had experienced any sexual abuse, assault or harassment in a sporting context and describe the context of occurrence of such violence and its repercussions. The results showed that 17% of athletes had definitely experienced sexual harassment, assault or abuse previously (11%) or thought that they were confronted to such situations (6%). The majority of victims were girls, however, many boys also reported that they had been victims: the distribution girls / boys among the victims was 60/40. Girls generally experienced more "serious" situations, and situations that were generally repeated more often. The survey showed that violence could occur in collective contexts (49%) or in "isolated" situations (51%). 77% of victims who participated in the investigation had already spoken to someone. For 23% of athletes, the survey was the first time they had spoken about their sexual abuse experience.

Reason for including the initiative into the catalogue: What makes it good?

Good practice in preventing sexual harassment and abuse in sports in France includes all levels of athletes, all national sport federations and all organised sports participants. The activities reached victims, potential victims and their coaches as well. The initiative included three different approaches: policy (code of ethics), education (DVD) and research (national

survey on 1400 athletes). This program is an example of good practice because it is a structured way how to deal with the prevention of sexual harassment and abuse in all forms of organised sports on national level. This example also highlights the importance of the research findings for developing prevention programs with a more precise understanding of sexual harassment and abuse phenomena in sports. The presented good practice example connects research, policy and practice of preventing sexual harassment and abuse in sports in France. A standardised terminology underlines this. Policy (the working group of the Ministry of Sports) has adopted the following terminology: sexual assault, sexual abuse and sexual harassment which were later used in research (the national survey on sexual violence in sport in France) and in practice (the implementation actions of prevention and awareness programs in sports centres).

Evaluation: Limits and possibilities of the initiative

The signing of the French Olympic Committee's code of ethics obligated all French Sports Federations to get involved in the fight against sexual violence in sports by:

- adopting the system proposed by the Ministry of Sports;
- supplementing the system by taking further steps or more discipline-specific actions.

Some federations tried to propose the establishment of rules of good practice for athletes, coaches, supervisors, leaders, parents, etc. However, these federations remain very rare.

In 2008 the French Ministry of Sports suggested that all sports facilities had to organise a prevention day once a year. In 2008 and 2009, these days have been put in place but with strong difficulties and the sports institutions' resistance. Since 2010, it seems that only a few structures remain interested in this topic. The number of actions in this area quickly became nonexistent.

All campaigns and prevention programs of sexual harassment and abuse in sports in France have focused on the athletes' population. Therefore the general public still is very poorly informed about this phenomenon. Consequently, the athlete's supporting team and parents are often uninformed or ignorant about sexual harassment and abuse in sports.

Since the introduction of prevention programs in 2007, no action was done to assess the effectiveness of this program (despite the recommendations contained in the report of the national survey). Such an assessment seems essential to determine if these operations are really effective and if it is now necessary to improve them. The activity of the working group of the Ministry of Sports opened the way also to fight against discrimination and against homophobia in sport.

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Décamps, G. (2012). Prevention of sexualised violence in sports – impulses for an open, secure and sound sporting environment in Europe: the status-quo situation in France. Frankfurt: German Sports Youth, internal unpublished report.

The initiative in short:

Type of recommendation:
awareness raising

Location:
Greece

Implementing body:
Rethymnon Association of
Football Clubs, Crete

**Problem tackled by the
practice:** youth sport sexual
abuse cases in the area

Target group:
open to all involved in
organised competitive sports

Year of implementation: 2012

Stakeholders: General
Secretariat of Sports, NSFs

Financial/human resources:
funded by the Organisation of
Football Prognostics
(www.opap.gr)

Website:
[http://www.epsr.gr/index.php
?id=42,562,0,0,1,0](http://www.epsr.gr/index.php?id=42,562,0,0,1,0)

2012 forum: Breaking the cycle of child sexual abuse

Stiliani “Ani” Chroni

Historical background/context of the initiative

Since August 2011, an unusual number of youth sport sexual harassment and abuse cases around Greece have received media attention. These cases involved both girls and boys as victims and covered a wide spectrum of inappropriate behaviours exhibited by male coaches ranging from sexual harassment to rape of multiple minors by the same coach. The cases received coverage that lasted for a few days and before long all incidents had been forgotten.

Two multi-case incidents took place on the island of Crete at the city of Rethymnon. A male athletics coach was accused of sexually harassing two of his adolescent female athletes. Sadly, the coach committed suicide upon hearing the accusations. Soon after, a male basketball coach was accused of inappropriate sexual conduct by two of his adolescent male athletes. Upon his arrest, some 36 – 40 accusations came forward from male athletes he had worked with; these further accusations are currently examined by the Greek courts. The city of Rethymnon was in turmoil for over a month.

Alas, sexual and gender harassment and abuse has never been part of the Greek public agenda, and today no laws specific to sports are in effect for regulating the prevention and control of sexualised violence. The General Secretariat of Sports, which is the primary sports stakeholder in Greece and oversees all competitive sports for all ages and levels, has yet to adopt any measures for combating sexual and gender harassment and abuse in sport despite the recent number of incidents. In 2006 an addition was made to the Labour Code to include “sexual harassment” as an offensive act; however, this law concerns only the labour sector (Laws 3488/2006 and 3896/2010). Any sexual harassment or abuse cases in sport that reach the courts are adjudicated on the basis of the Greek Penal Code. Moreover, no code of ethical conduct for coaches and all sports personnel is in effect in Greece. Coaches in Greece are either empiricists, graduates of physical education and sports science departments, or they hold certificates from coaching clinics organised by their respective sports federation under the auspices of the General Secretariat of Sports. None of the five academic departments and coaching clinics that offer sports coaching programmes of study provides education material on coaching ethics or on acceptable/non-acceptable forms of conduct.

Detailed description of the initiative: What problems were tackled?

On January 14, 2012, in response to the two multi-case incidents of inappropriate sexual conduct exhibited by male coaches toward young male and female athletes at the city of Rethymnon, the local Association of Football Clubs organised a forum titled Breaking the Cycle of Child Sexual Abuse to enlighten the community on the topic.

The forum was held under the auspices of the General Secretariat of Sports (www.sportsnet.gr) and the Hellenic Football Federation (www.epo.gr), with funding provided by the Organisation of Football Prognostics (www.opap.gr). The forum was open to the general public. It attracted a large audience including sports-related people, teachers and parents.

Problem tackled/Target of the initiative

Recognising the social problem of sexual and gender harassment and abuse in sport in general (as none of the accusations concerned football) and the absence of any action taken by the state, while taking into account the significant negative effects of the sexual harassment and abuse cases for the victims, their families and sport in general, the forum aimed to provide accurate information about this illegal and harmful social phenomenon and its prevention.

Content of Forum

The three presentations of the forum were delivered by psychologists practicing in the city of Heraklion in Crete, two of them child psychologists. The three speakers informed the audience on the following themes: (i) child abuse and how a painful reality takes place behind closed doors; (ii) prevention of child abuse by actively listening to our children, by building a relationship of trust with them and by recognising the signs of abuse; and (iii) the role of parents in every developmental stage of a child's life.

Reason for including the initiative into the catalogue: What makes it good?

This is the first time in Greece that the unrecognised and taboo issue of sexualised violence in sport is being addressed in public, through a forum organised by a sports association and funded by a federal organisation. The General Secretary of Sport, Mr. Bitsaksis, attended the forum and in his remarks stressed that the state intends to promote safety measures to protect children from such damaging phenomena that continue to take place under the wrongful "law of silence".

The General Secretary's attendance and comments at the forum acknowledged sexual abuse as an existing problem in the country. Moreover, by placing such an event under their auspices, the General Secretariat of Sports and the Hellenic Football Federation provided indirect recognition of the issue. In a country like Greece, where sensitive issues like sexual and gender harassment and abuse in sport are treated as taboos and with complete silence, it is very important that this issue could become part of the public agenda, even for only one day, as the General Secretary of Sport gave his full moral support to the president of the Rethymnon Association of Football Clubs, Mr. Starakis, to organise this forum.

Evaluation: Limits and possibilities of the initiative

Acknowledging the phenomenon of sexualised violence and organising an awareness-raising forum was a decisive first step toward creating harassment- and abuse-free sporting environments in Greece. Nonetheless, the forum was a one-day event, and thus its sustainable influence on the prevention of sexual and gender harassment and abuse is doubtful unless further action is taken on the issue either locally or by the state. Today, six months later, no

additional initiatives have been taken and no safety measures to protect children have been introduced by the state.

Furthermore, the forum was not specifically geared to the world of sport. Child sexual abuse in the general society share common features with experiences in the sport setting, yet the coach-athlete relationship is a particularly unique one and as such requires special consideration. Coaches, athletes, parents and all sports personnel need to become attentive to the specifics of the coach-athlete power relationship. Since sexual abuse lies at the far end of the 'sexual exploitation in sport continuum', processes like 'grooming' ought to be explained to all parties involved in sport. Ensuring that parents, coaches, and sports stakeholders understand how young male and female athletes are groomed toward accepting inappropriate forms of conduct increases the chances for recognising the signs of danger and eventually safeguarding the athletes.

Establishing both proactive and reactive measures for safeguarding young and adult male and female athletes from sexual and gender harassment and abuse experiences appears to be mandatory. Coach education needs to be enriched with material on sports ethics and ethical forms of conduct, on the power coaches have over their athletes and on the detrimental effects that inappropriate behaviours exhibited toward the athletes may have. A code of conduct needs to be developed and honoured by all individuals working with male and female athletes of all ages and levels. Lastly, parental education is also imperative to help parents adequately support their children's participation in sporting activities.

Interestingly, since the athletics coach accused of multiple incidents of indecent behaviour toward young male athletes was also a PE teacher at an elementary state school, the Parents' Association of the Municipality of Rethymnon also organised a series of eight lectures under the title Educators in Crisis Management, the first of which was held on December 22, 2011. These lectures were provided by clinical psychologists and aimed at educating teachers and parents and providing some tools for dealing with incident-related crises at home or at school. The target group here were parents and teachers, and the rate of attendance was not as initially expected. The project received no funding at all.

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Examples of media coverage for the forum [in Greek]:

<http://www.anatolh.com/crete/rethimno/item/28893-ευαισθητοποίησε-η-ημερίδα-της-επσ-ρεθύμνου-κατά-της-παιδικής-κακοποίησης> (2012, January 14).

<http://www.rethemnos.gr/ola-etima-gia-tin-imerida-enimerosis-gia-tin-pediki-kakopiisi-tis-eps-rethimnou/> (2012, January 9).

Links to media coverage of cases that recently attracted media attention [in Greek]. A few other sexual and gender harassment and abuse cases that appeared in the media in the fall of 2011, their websites were soon removed.

http://dailynews24.gr/index.php?option=com_k2&view=item&id=9805%3Asecond-gymnast-in-rethymnon-arrested-for-pedophilia (2011, December 22) (Male athletics coach - two female athletes, Rethymnon).

http://www.dailynews24.gr/index.php?option=com_k2&view=item&id=9355%3Ashock-and-awe-on-the-testimony-of-child-victims-of-cretan-basketball-coach (2011, December 5) (Male basketball coach – multiple male athletes, Rethymnon).

<http://directnews.gr/greece/6033--8-.html> (2011, September 17) (Male basketball coach - one male athlete, Rhodes).

<http://www.inews.gr/199/proponitis-aselgouse-se-varos-anilikon.htm> (2012, April 9) (Male basketball coach - multiple male athletes, Athens)

The initiative in short:

Type of recommendation:
education and training

Location: Canada

Implementing body: Respect
Group Inc

Problem tackled by the
practice: child protection in
sport training

Target group: coaches and
community activity leaders

Year of implementation: since
2004

Financial/human resources:

Sheldon Kennedy Foundation
and Canadian Red Cross

Website:
<http://www.respectinsport.com>

Respect in Sport. Canada's online programme

Montserrat Martin

Historical background/context of the initiative

When the Ben Johnson doping scandal hit the world's headlines at the 1988 Olympic Games, Canadians were determined that they would never again face international humiliation in sports. Then, in 1996, a shameful sports case hit Canadian society again. This time it was Sheldon Kennedy, a star of the NHL hockey league, who came forward to denounce Graham James, his coach, for sexual abuse. Sheldon Kennedy was fourteen years old when he was first sexually abused by Graham Jones; the assault kept happening every Tuesday and Thursday for more than six years. At the time James was a highly respected and successful ice hockey scout and coach. In 1996 his team, the Swift Current Broncos, had won the prestigious Memorial Cup and James had been named Coach of the Year. However, in January 1997 James was sentenced to three and a half years in prison and given a lifetime ban from coaching by the Canadian Hockey Association. In March 2012, he was tried for sexual assaults against other children and sentenced to a further two years' imprisonment.

It took a long time for Kennedy to speak out against James' sexual abuse practices. The strong macho cultural environment of ice hockey and James' high profile as a winning coach were not easy to overcome. When Kennedy broke the silence, he was not fully aware of the national impact his voice would have in Canada. He just wanted to start a new life and overcome the traumatic experience. However, since then, knowing that he was not alone as a victim of sexual abuse, he has been travelling across Canada as a spokesperson for spreading the message of taking an invested interest in children's safety. As he says about the extent of the problem, "there is no talk that at least someone comes and shares with me his/her experience of being sexually abused".

One of the outcomes of Kennedy's huge task on raising awareness and funds to prevent children's sexual abuse is the Respect in sport programme. This programme is part of a larger campaign, RespectED. Violence & Abuse Prevention, funded by the Canadian Red Cross. Respect in Sport was founded in 2004 by Sheldon Kennedy and Wayne McNeil. They both insist that "the programme is not about catching the bad guy, but rather empowering people to be better through education".

Detailed description of the initiative: What problems were tackled?

Respect in Sport is Canada's only interactive online programme that targets coaches, managers, trainers, administrators, volunteers and even parents, and indeed it is one of very few of its kind in the world. The overall goal of this programme is raising awareness, acquiring knowledge and giving tools to prevent bullying, abuse, harassment and neglect – mainly in sport but also in any other community activity. As the founders continually repeat, “this programme is about changing the mind sets of people, and training good people, not about playing cops and catching bad guys”.

The programme helps to address the lack of awareness and education about this emotive and sensitive issue. Its goals are threefold. Firstly, identifying the signs of abuse in sport and community environments; secondly, dealing with them – how can we know? what can we do? – and lastly, informing the people who encounter it of their legal options or obligations.

The Respect in Sport programme uses innovative instructional design techniques to provide an internet-based training experience that is simple, to the point and captivating for the learner. It offers full database capabilities for user access and certification and is designed to be widely accessible for all users regardless of location or speed of the internet connection. In contrast to traditional classroom training, Respect in Sport has all the benefits of any online programme: it takes less than half the time, is available at the user's convenience and gives a consistent, up-to-date message on behalf of the host organisation.

The Respect in Sport programme for coaches and activity leaders provides in-depth information on the subjects of bullying, abuse, harassment and neglect in a convenient, safe and easy to comprehend manner. This interactive multi-media programme utilises audio with synchronised visuals, animations that demonstrates negative behaviours, and presentations of how a situation may be better handled; it also includes valuable information from subject matter experts delivered in a clear and concise fashion, and it raises questions based on the animated scenarios displayed.

The programme is based on four sections: introduction; primary content (mainly definitions and examples of bullying, abuse, harassment and neglect); interactive content, which provides animated situations in which the learner has to identify the problem; and lastly expert content in which Sheldon Kennedy, among others, explains his experiences and the possible means of preventing them.

Reason for including the initiative into the catalogue: What makes it good?

The Respect in Sport programme gives sport organisations' stakeholders the tools to deal with abuse (physical, sexual, emotional), emotional maltreatment, neglect, bullying and harassment, and legal and moral responsibilities. Through education, this programme helps retain recreation leaders, coaches, officials and volunteers by making them less vulnerable and more confident in dealing with sensitive issues. It also helps sport organisations, staff and volunteers to mitigate liability.

The programme is interesting because it starts with the premise that coaches and youth organisation leaders have power over the children in their care — a power that can be either abused or used constructively. So, the programme is built around the need for coaches and youth leaders to understand that they have this undeniable power. The question is not about how much or how little power coaches have, but about how to use it wisely, which in most cases means learning to use it constructively and with respect. The programme thoroughly explores the meanings of these coaching practices and the means to achieve them.

Evaluation: Limits and possibilities of the initiative

Respect in Sport is the only online Canadian programme able to deal with sensitive issues in sport, and as such it is a pioneering practice that needs to be evaluated in terms of its efficacy in preventing the sexual abuse of children. However, the Respect in Sport online package is not freely available. Respect in Sport is a commercial enterprise sold to organisations; it is therefore available only to members of organisations that have bought a licence to access the online programme. For instance, the Ontario Women's Hockey Association has partnered with the Respect in Sport programme; the cost for the association to actually have access to the contents is \$30. This is in contrast to the state-funded resources freely available through the English Child Protection in Sport Unit.

Furthermore, this programme, which is compulsory for sport coaches in some provinces of Canada (e.g. Manitoba), may end up being no more than one more certification that the applicant/employee needs to have in order to have access to or keep his/her position. The challenge in this kind of practice is how to maintain sport stakeholders' genuine interest in these issues and make them feel that their personal input and effort to reflect on and change possible negative coaching practices depends on them.

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Ontario Women's Hockey Association (2010). Speak Out! Respect in sport. Available at <http://www.owha.on.ca/OWHA-importantNoticeJune2010.asp>

The initiative in short:

Type of recommendation:
education and training

Location: Czech Republic

Implementing body: Czech
Olympic Committee; Ministry
of Education, Youth and
Sport

Problem tackled by the
practice: preventing sexual
harassment in sport

Target group: sports
organisations and schools in
the Czech Republic

Year of implementation: since
2006

Stakeholders: coaches,
athletes, students, team
leaders, teachers

Financial/human resources:
Czech Olympic Committee

Website: www.olympic.cz

From research to a social change – preventing sexual harassment in sports

Naděžda Knorre

Historical background/context of the initiative

A few years ago, the Women and Sport Committee of the Czech Olympic Committee in cooperation with the Czech Sport Union initiated a research project on issues related to women in sport. The hope was that the results of the project could serve as a basis for sport organisations in the Czech Republic. The goal of the project was to develop knowledge about the influence and meaning of gender relations in the lives of female athletes in the Czech Republic.

“What is the amount of harassment experienced by female athletes?” was one of the specific research questions asked. The aim of this presentation is to determine whether the project’s findings have had political and practical implications or consequences. The results from the original study are based on 595 questionnaires distributed to elite-level athletes, athletes at national level, and sports students. The data was gathered where the athletes practiced and where the students were studying. The participants represented 68 different sports disciplines and physical activities. Their average age was 23 years. Document analyses and interviews with the chair of the Czech women’s committee were conducted to determine whether the results had any impact.

Based on the project results, the Women and Sport Committee of the Czech Olympic Committee initiated and developed the booklet “Preventing Sexual Harassment in Sport in the Czech Republic“.

Detailed description of the initiative: What problems were tackled?

The booklet contains chapters on the following topics: Definition of sexual harassment, Guidelines to prevent sexual harassment and abuse in sport, What is the procedure when sexual harassment and sexual abuse occur, Abuse of children and youth from the perspective of the Criminal Code of the Czech Republic. 5000 booklets have been distributed to all Czech sports organisations, national sports federations, all sports clubs at regional level, and also to all Czech schools (using the network of the Ministry of Education, Youth and Sport).

Content

1. Introduction
2. What is harassment?
3. Prevention and advice.
4. What to do if there is harassment?
5. Abuse of children and youth from the perspective of the Criminal Code in the Czech Republic
6. Conclusion

Contact information and links

Reason for including the initiative into the catalogue: What makes it good?

The above mentioned practice underlines the necessity to raise awareness about sexual harassment and especially how to prevent it. Stakeholders come from different parts of sports systems and the information presented in the booklet opens up a wide and serious discussion about a situation which is now common in different sports sectors.

Evaluation: Limits and possibilities of the initiative

As just mentioned, the results of the project concerning sexual harassment experienced by female athletes led to the publication of a booklet. In reading this, people in sport (athletes, coaches and other support personnel) will learn about sexual harassment: what it is, how it should be prevented and what to do if someone experiences it. The results have had international consequences. In 2007, based on these results, the IOC developed a consensus statement on sexual harassment, which has now been followed up by two new projects: an Athlete/coach education programme via an interactive on-line educational tool, and an Athlete protection model of best practice (for sports organisations). This shows that if research is going to lead to social change, there needs to be a political will to initiate projects. It is up to the researchers to study whether such projects have had the effects they were supposed to have.

All sports organisations ought to take this issue seriously. They should offer comprehensive education and training programmes on sexual harassment for athletes, coaches, administrators, as well as encourage a political commitment to organisational and procedural change. Such programmes still do not exist in many countries, but only such a programme can lead to a safer environment for women and children in sport.

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Fasting, K. et al. (2008). Equality and diversity in Norwegian Sport. The equality and Anti-Discrimination Ombud, Oslo.

The initiative in short:

Type of recommendation:
action plans and policies

Location: Canada

Implementing body: Sylvie
Parent & Guylaine Deners

Problem tackled by the
practice: protecting athletes
from sexual abuse in Canada

Target group: sports
organisations in Canada

Year of implementation: 2010

Stakeholders: all parties
involved with sports

Financial/human resources:
funded by the sports
organisations

Website:
[http://onlinelibrary.wiley.com/
doi/10.1002/car.1135/full](http://onlinelibrary.wiley.com/doi/10.1002/car.1135/full)

A model to prevent sexual abuse in sport

Daniel Rhind

Historical background/context of the initiative

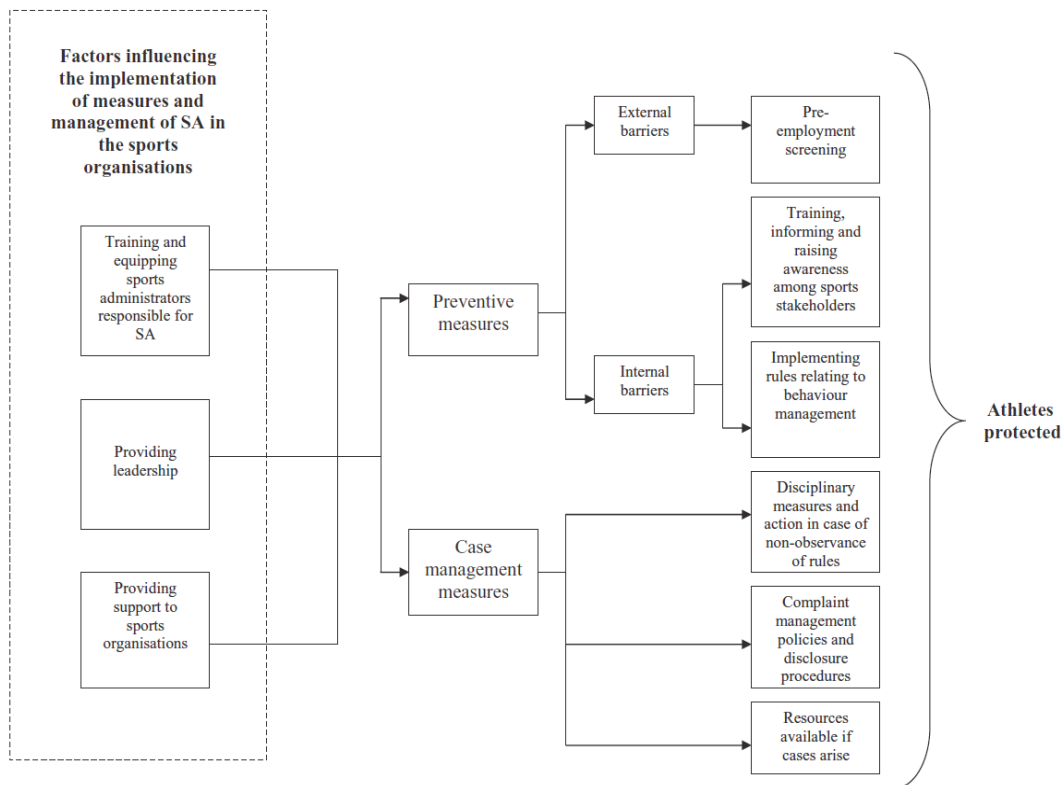
Parent and Deners (2010) note that, traditionally, researchers into sexual abuse have focused on the family context. As abusive relationships are often characterised by emotional attachments with an authority figure, sport is also a context in which sexual abuse can take place.

Research has highlighted a series of organisational, coach-related and athlete-related risk factors for sexual abuse in sport (Cense & Brackenridge, 2001). However, Parent and Deners (2010) argue that there remains a clear lack of protection measures within the youth sport environment. Furthermore, much of the existing work has focused on a European context, and hence prevention measures are required in Canada.

In Quebec, there are 63 sports federations which oversee several hundred local and regional clubs including more than 500,000 young people and employing more than 60,000 coaches. It is also estimated that more than 600,000 people work as volunteers in the Quebec sports system. Parent and Deners (2010) suggest that despite this participation, more could be done to protect children and young people from sexual abuse in sport. Indeed, research suggests that sexual abuse is a significant issue within youth sport in Canada (Kirby, et al., 2000).

To address this need, Parent and Deners (2010) conducted a project designed to develop a best practice model for preventing sexual abuse in sport. Research was conducted in three Quebec sports federations and three affiliated Quebec sports clubs. Document analysis was combined with semi-structured interviews (N=27) with federation administrators, club administrators, athletes, coaches and parents. This afforded a comprehensive impression of people's experiences regarding safeguarding within these contexts.

Detailed description of the initiative: What problems were tackled?



Based on their analysis of the documents they studied and the 27 interviews, Parent and Deners (2010) propose the above over-arching model to prevent sexual abuse in sport. They highlight the need to tackle the factors which prevent the effective implementation of safeguarding strategies. At the national level, they recommend the creation of a body to act as a resource for sporting organisations. This body could design and provide training, conduct awareness-raising activities and serve as a general reference point. Training is also recommended for those working at federation and club level. Parent and Deners (2010) also highlight the need for both external and internal barriers. External barriers relate to the recruitment of personnel (e.g., background checks, recruitment procedures etc.). Internal barriers should be set up within organisations to create a positive culture which prevents sexual abuse (e.g., through policies, training and procedures).

It is argued that the adoption of this model would address the range of factors which detract from effective implementation of prevention strategies. These include:

1. A negative view of prevention – key stakeholders were found to trivialise the impact and effectiveness of measures. There was also some concern that the measures would lead to a perception that there must be an underlying problem;
2. Lack of leadership – abuse prevention was viewed as a low-priority issue, and this view was reflected in the resources and personnel targeted at prevention;
3. Reactive approach – it often took an actual case to make organisations realise that they were not equipped to deal with the issue. This resulted in reactive rather than proactive measures;
4. Little pre-employment screening – it was reported that volunteers were not subjected to any background checks prior to working with young people;
5. Lack of training for stakeholders – it was observed that participants had not received any training regarding the prevention of sexual abuse in sport;
6. Unclear interpersonal boundaries – there was a lack of consensus in terms of the kinds of behaviours which were and were not appropriate;

7. Ineffective policies – these tended to be too complex or only relate to the employees of the federation rather than everyone working at all levels.

Reason for including the initiative into the catalogue: What makes it good?

At organisational level, this approach offers a holistic view that incorporates a wide range of relevant factors. It has also been developed within the Canadian context, and as such it affords a different perspective from European examples. This is particularly true due to the fact that it was developed through interviewing administrators (at federation and club level), coaches, athletes and parents. Few studies have considered this issue from all of these different perspectives within a single project.

Evaluation: Limits and possibilities of the initiative

At present the model remains at the theoretical level. There is a need to implement and evaluate this approach to examine the extent to which it has an impact on attitudes, knowledge and behaviours related to sexual abuse in sport.

Furthermore, the data was drawn from documents and individuals within three clubs in three federations. The extent to which one can generalise from this small sample to other populations is limited. The interview data is affected by the perceptions of the interviewees, who are vulnerable to biases regarding recall and the demand characteristics of the situation. The strategies which individuals view as having the potential to be effective may not, in reality, have the anticipated impact. This is magnified for participants who have never dealt with any allegations or have only been involved in a small number of cases. This means that they have to discuss the topic on a hypothetical level and the extent to which this reflects reality may be limited.

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The initiative in short:

Type of recommendation:
action plans and policies

Location: Germany

Implementing body: local sports confederation of Cologne

Problem tackled by the practice: promoting local sports clubs in preventing sexualised violence in sports

Target group: sports clubs and their members

Year of implementation: since 1998

Stakeholders: local sports confederation of Cologne; Cologne police department; German Sport University; Cologne Office for Equal Opportunities; Non-Governmental Girls' Association; Non-Governmental Association fighting Sexual Violence against Boys

Association: Non-Governmental Association fighting Sexual Violence against Boys

Financial/human resources: human resources provided by each stakeholder

Website:
www.rote-karte-koeln.de

Red card against sexualised violence in sports

Bettina Rulofs

Historical background/context of the initiative

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 (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.

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.

Detailed description of the initiative: What problems were tackled?

Red card against sexualised violence in sports focuses on sports clubs and their members. Sports clubs in the Cologne region can become certified members of the network if they fulfil a specific set of prevention strategies that are prescribed by the network. 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 club may use this membership for its public presentation (e.g. on its website and any other public documents).

The process of implementing all prevention steps takes at least one year depending on a club’s resources and the possibilities of the network to promote the different measures to be taken.

The Local Sports Confederation of Cologne has the lead management in seeing clubs through the certification process. Other network stakeholders take over specific tasks, e.g.: members of the police, the non-governmental youth workers and the German Sport University provide presentations and training for the different stages of the process. The German Sport University provides ongoing process evaluation and consulting for the project.

Reason for including the initiative into the catalogue: What makes it good?

The practice described here focuses on the sports club as a social system and follows the principle that all different levels of this social system (board, staff, coaches, members, parents,...) have to become more aware of the problem of sexualised violence and how to prevent it. The process of implementing the ten prevention steps described above seems to facilitate a top-down as well as bottom-up process, so that chances of sensitising club stakeholders to the problem of gender harassment and sexual abuse within the club seem to be quite good.

The stakeholders of Red card against sexualised violence in sports come from different sectors of society: the voluntary sports sector, the academic community, the municipality, the

police, non-governmental associations. The different stakeholders supply their specific perspectives and knowledge to the network. This multidisciplinary character is highly valued by the sports clubs, and it also creates a very good platform for discussing and solving questions and problems arising during the certification process. All the stakeholders are 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 has the advantage of being close to the sports clubs and their members at the basis.

Evaluation: Limits and possibilities of the initiative

The chances and possibilities described above are accompanied by the following limitations:

The implementation of all ten preventive steps seems to be a very challenging process for sports clubs. It took years of sensitising and discussing until the first Cologne sports club joined the network and started to implement all the steps. The most controversial aspect of the concept is the police record check for all staff members. Some sports clubs are not willing to meet this requirement and thus do not consent to start the implementation process. In turn, this resistance against the police record check led to a long and controversial discussion between the different stakeholders of the network as to whether the police record check should be a compulsory element of the certification process. Finally the network decided to keep it as a necessary element of the whole process.

In the meantime, several clubs have expressed their interest in becoming members of the project, but only a few clubs in Cologne have started the certification process. None has finished yet, though one is on the verge of finishing. The small number of clubs is an indicator of how challenging the whole process is. This is also due to the limited resources of Red card against sexualised violence in sports, because most of the work is done on a voluntary basis or only with the human resources the different stakeholders can provide for the network.

References

Klein, M. & Palzkill, B. (1998). Gewalt gegen Mädchen und Frauen im Sport (Pilotstudie im Auftrag des Ministeriums für Frauen, Jugend, Familie und Gesundheit des Landes Nordrhein-Westfalen. [Violence against girls and women. Pilot study for the North Rhine Westphalian Ministry of Women, Youth, Family and Health]. Dokumente und Berichte, Band 46. Düsseldorf: Ministerium für Frauen, Jugend, Familie und Gesundheit des Landes Nordrhein-Westfalen.

The initiative in short:

Type of recommendation:
action plans and policies

Location: Norway

Implementing body:
Norwegian Olympic and
Paralympic Committee and
Confederation of Sports (NIF)

Problem tackled by the
practice: preventing
perpetrators from being
employed in sport by
requiring a police certificate
for persons who are to carry
out tasks that entail a
relationship of trust and
responsibility in relation to
minors or persons with mental
disabilities

Target group: sports clubs

Year of implementation since
2009

Stakeholders: sports clubs,
police, NIF, sport districts

Website:
<http://www.idrett.no/tema/politiattest/Sider/politiattest.aspx>

Police check for those working with minors and the mentally disabled in sports clubs

Kari Fasting

Historical background/context of the initiative

“An open and inclusive sport” is the aim of the sports policy of the Norwegian Olympic and Paralympic Committee and the Confederation of Sports (NIF). A condition for achieving this aim is that children, adolescents and adults should feel safe in their sports environment. This can be served by the goal “to develop tolerance, understanding and to establish recognition of people’s equality in order to avoid discrimination, harassment and bullying” (NIF 2007). At the General Assembly of Sport in 2007, a motion was passed calling for zero tolerance for discrimination and harassment irrespective of gender, ethnic background, religious faith, sexual orientation and disability. Zero tolerance implies that sexual harassment and sexual abuse must not take place. It therefore became important to work toward establishing sound sports environments, be they at the level of a club, a district or an association.

Research and criminal court cases over the last years have shown that it is necessary to monitor adults who work in sports clubs and have relationships of trust and responsibility with children and persons with mental disabilities. 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 behaviour 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.

Detailed description of the initiative: What problems were tackled?

Problem tackled/ Target of the initiative

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

The system works as follows: the board of a sports club appoints one person who is responsible for managing the system for the club. This contact person informs the individuals who need to complete a police check and sends an application to the police. The application is brief and simple, can be downloaded from NIF web page, and must be signed by the club's contact person and by the individual/applicant who requires the police certificate. The police certificate is then sent from the police directly to the applicant, who has to show it to the contact person in the club. The contact person is responsible for the full confidentiality of the information that he/she receives on behalf of the sports club. The sports club only makes a note that the police certificate was delivered and, in accordance with Norwegian rules for data protection, does not obtain a copy of it. The system applies to everyone, regardless of whether they are employed by the sports club or work voluntarily. The sports club's board is required to refer to the police check system on its web page.

Timescale

The system has been in effect since 2009.

Bodies/stakeholders involved

- NIF;
- sports districts;
- sports clubs;
- contact persons (and their substitutes) responsible for the police check system in the club;
- persons who need to apply for a police certificate;
- police.

Target groups

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.

Reason for including the initiative into the catalogue: What makes it good?

- 1) The system has clear rules for how this should be carried through, and it is easy to accomplish; its procedures are relatively simple and straightforward to be followed;
- 2) It respects the privacy of personal data;
- 3) It can prevent some unsuitable individuals from working with minors and mentally disabled persons;
- 4) It is mandatory.

Evaluation: Limits and possibilities of the initiative

A great challenge has become apparent in determining if the Police Check system is working; are the sports clubs following up on what has been decided, and do they actually send in their application to the police? Due to strict data protection laws in Norway, the only way so far for the NIF to follow up on whether the system is being complied with is by asking the club to register whether or not they have appointed a contact person. In their yearly report to NIF, all sports clubs have to mark whether the club has appointed a contact person responsible for the police check. Clubs that have either not reported on this or written that they have not appointed a responsible person for the police check are contacted by a Sports District Representative and asked to elaborate on the reason(s) for not following the police check system. For example, not all sports clubs work with children and as a result they are not necessarily affected by this issue.

The number of sports clubs that have appointed a contact person should be viewed in relation to the number of sports clubs that operate in Norway altogether, yet this presents another problem as oftentimes there may be more groups within one club, hence there may be more than one contact person. According to the person responsible for police checks in NIF, another challenge is that if a person is sentenced during the time he/she is working at the club, the club will not be informed.

The policy of procuring a police certificate does not guarantee that abuse will not occur. Based on information uncovered in court cases, some individuals who were sentenced to prison for child abuse in sport had never been in contact with the police before. It is reasonable, however, to assume that this rule has a preventive effect, as it may hinder persons who have previously abused children from taking a job at a sports club or prevent potential new perpetrators from becoming involved with a club.

References

Norwegian Olympic and Paralympic Committee and Confederation of Sports (2007). Sports policy document 2007 – 2011. Oslo.

Norwegian Olympic and Paralympic Committee and Confederation of Sports (2008). The procurement and handling of police certificates of good conduct – guide for sports clubs in NIF. Oslo.

Norwegian Olympic and Paralympic Committee and Confederation of Sports (n.d.). Innhenting og håndtering av Politiattester for idrettslag [Collecting and handling police certificates in sports]. Available at <http://www.idrett.no/tema/politiattest/Sider/politiattest.aspx> .

The initiative in short:

Type of recommendation:
action plans and policies

Location: Denmark

Implementing body: National Olympic Committee and Sports Confederation of Denmark (NOC DIF)

Problem tackled by the practice: raising awareness about good practice standards

Target group: sports clubs

Year of implementation: since 2003

Stakeholders:
National Olympic Committee and Sports Confederation of Denmark (NOC DIF)

Financial/human resources:
NOC DIF

Website:
http://www.dif.dk/PROJEKT_ER_OG_RAADGIVNING/boernogunge/godt_idraetsmiljoe.aspx

Good sport environments for children

Jan Toftegaard Støckel

Historical background/context of the initiative

In 2003, the Danish Sports Confederation launched a sports club certification programme aimed for sports clubs with youth athletes. It has since been renamed, revised and extended several times.

According to the National Olympic Committee and Sports Confederation of Denmark (NOC DIF), the voluntary certification programme serves as 'help to self-help' to facilitate the joy and continuous commitment of young athletes to sport. The programme is described as an opportunity to focus on quality by increasing interest, commitment and knowledge among sports leaders and coaches.

The certification programme comes in the wake of a decade with growing pressure on the moral values of sport. In the mid to late 90s, critical issues such as doping, eating disorders and sexual abuse surfaced in the media and led to public concern about the safety of young athletes in sport.

Particularly, the growing evidence of sexual abuse in sport demonstrated a need for highlighting the importance of attracting healthy adult coaches to sport and keeping paedophiles out of the coaching profession. In 2000, the NOC DIF recommended that sports clubs should start using criminal record checks when hiring new coaches. The certification programme specifies that the child athlete has the right to be coached by qualified adults.

Detailed description of the initiative: What problems were tackled?

The certification programme is divided into two programmes according to the age of the target group:

1. A good environment for children (up to 12 years);
2. A good environment for youth (13-18 years).

The certification programme is aimed at the sports club board or youth committee. It takes approximately five months to complete. The programme is a dialogue-based tool that invites the sports club to take part in a goal-setting process in cooperation with the national sports organisations.

The good environment for children programme consists of six topics:

1. Child policy – what do we want to achieve with child sport in our club?
2. Children’s committee – create a channel for children’s voices and democratic representation;
3. Strong parent-club cooperation – finding ways for securing resources and child support;
4. The good adult – focus on personal and sport-specific qualifications;
5. Access to different forms of performing – securing opportunities for all – securing opportunities for success;
6. Health in sport – physical, mental and social.

The good environment for youth consists of:

1. Youth policy – democratic involvement of young people in club organisation and activities;
2. Qualified coaches and leaders – create opportunities for education and support to coaches;
3. Strong parent-club cooperation – finding ways for securing resources and child support;
4. Access to different forms of performing – securing opportunities for all and flexible participation options;
5. Reaching out to other organisations in the local or regional community – partnership with other activities and creating opportunities for personal development;
6. Making competencies visible – illustrating the significance of participation in sport.

Reason for including the initiative into the catalogue: What makes it good?

As much of the debate about child protection issues in Denmark has focused on bans and criminal record checks, very little emphasis has been placed on approaches that could empower and involve sports clubs in positive policy work. Against this background, the certification programme appears to be a well-intentioned and manageable initiative that could potentially assist sports clubs in developing basic child protection policies. The programme is included as an example of good practice because it appears to be an easy first step for sports clubs that are not used to policy work or creating written documents about their goals and methods.

Evaluation: Limits and possibilities of the practice

Since the programme was introduced in 2003, 130 out of 6,500 sports clubs with youth members have earned the gilt-edged certificate. At the current certification rate, it will take another 513 years before all sports clubs have been through the programme.

The certification programme has not been evaluated in terms of its child protection value, and it is unclear whether any of the sports clubs have taken steps towards re-certification.

This programme is entirely based on voluntary commitment rather than obligation. In terms of reaching out to all youth sports clubs and securing a certain level of quality and fulfilment of rights for children and youth, this programme obviously has some weaknesses. The programme may help sports clubs to highlight the purposes and values of child/youth sport within the local community at the time of certification. If sports clubs use the certificate for publicity purposes, it is crucial that all club members are informed about its contents and become involved in its revisions if it is to maintain its relevance. The programme has the potential to develop into a compulsory certification process similar to the member protection policy in Australia (see the Australian best practice example).

References

The National Olympic Committee and Sports Confederation of Denmark. A good sport environment for children. Available at:
http://www.dif.dk/PROJEKTER_OG_RAADGIVNING/boernogunge/godt_idraetsmiljoe.aspx [in Danish].

The initiative in short:

Type of recommendation:
action plans and policies

Location: United Kingdom

Implementing body: sport resolutions

Problem tackled by the practice: management of high-risk safeguarding cases in sports

Target group: national governing bodies

Year of implementation: 2012

Stakeholders: all parties involved with sports

Financial/human resources: funded by the service users

Website:
<http://www.sportresolutions.co.uk/page.asp?section=187§ionTitle=National+Child+Safeguarding+in+Sport+Panel>

Establishing the National Child Safeguarding in Sport Panel

Daniel Rhind

Historical background/context of the initiative

In 2001, the National Society for the Prevention of Cruelty to Children (NSPCC) and Sport England established the Child Protection in Sport Unit (CPSU). Since this time, the CPSU has specified safeguarding standards and supported sporting organisations in meeting these standards.

As a result, the majority of national governing bodies now have policies and procedures regarding the management of safeguarding cases in sport. Organisations have a designated Lead Welfare Officer who oversees this work, often in collaboration with a Case Management Group. They work to manage cases from an allegation through an investigation to a final decision.

Rhind (2012) conducted a review of the safeguarding cases managed in the UK during 2011. Of the 652 cases, 136 (21%) were related to sexual harassment or abuse. Of the remaining cases, 124 (19%) related to physical abuse, 68 (10%) to criminal activity, 66 (10%) to emotional abuse, 66 (10%) to bullying and 58 (9%) to inappropriate behaviour involving technology. The remaining cases covered a range of other behaviours (e.g., racism, neglect or poor practice). This project, along with the work of a CPSU working group on case management, highlighted some cases which presented significant challenges showing that the cases could not be effectively managed through the current system. As a consequence, a National Child Safeguarding in Sport Panel was established in May 2012.

Case management is a key part of any system designed to prevent sexual harassment, gender harassment and sexual abuse in sport. At a reactive level, an effective system ensures that perpetrators are identified and sanctioned whilst providing support to the victim. On a proactive level, it can send out messages about the importance of safeguarding to the organisation and beyond. This may serve to deter perpetrators from committing acts of abuse and encourage victims to disclose their experiences. This new panel has been identified as a good practice example of how this may be achieved.

Detailed description of the initiative: What problems were tackled?

The National Child Safeguarding in Sport Panel consists of a group of 22 safeguarding experts. This includes ten lawyers who all have considerable experience in chairing tribunals tasked with assessing the suitability of an individual to work with children. The remaining twelve members come from a range of backgrounds such as the police, social services, offender management, family law and the body responsible for child protection in sport. National governing bodies can access this panel, via sport resolutions, to benefit from two specific services:

1. Cases which carry a high threshold of risk to children and a reputational risk to the sport can be referred to this panel. The panel is focused on meeting the needs of the child whilst protecting the rights of individuals to be treated fairly;
2. Sports organisations can access a quality assured list of investigators and risk assessors who can be appointed to assist with investigations.

The panel has addressed a range of problems which were highlighted by the CPSU Case Management Group and the research conducted by Rhind (2012). Namely:

1. Cases which fall in the ‘grey zone’ – Rhind (2012) reported that of the 652 cases, 98 (15%) had been referred to the police or social services but then referred back to the sport to manage. This is often due to lack of evidence and hence low probability of conviction. The majority of these cases related to allegations of sexual harassment or abuse. The panel will help with cases which fall in the grey zone between those that the sport can manage and those which the police or social services will take on;
2. Lack of resources – National governing bodies were facing significant legal costs when managing difficult cases. This panel can help to reduce the costs incurred by identifying experts who are willing to work for expenses or for a reduced fee and through economies of scale resulting from sharing resources;
3. Lack of expertise – Sports organisations reported that they do not always have the knowledge, skills or ability to manage difficult cases. Many Lead Welfare Officers work on a voluntary basis and only receive a relatively limited amount of training. As a result they do not have the expertise to effectively manage the more difficult cases;
4. Lack of independence – The panel ensures that an independent expert manages the case. This avoids the potential challenges and conflicts of interest involved when cases are managed internally;
5. Lack of guidance when employing experts – A challenge was highlighted in relation to which criteria sports organisations should use when employing experts to investigate cases on their behalf. The panel will maintain a list of qualified and trained experts from which sports organisations can select an appropriate person.

Reason for including the initiative into the catalogue: What makes it good?

This is one of the first examples in the world of an independent panel which will manage challenging cases. It clearly addresses a number of problems which had been highlighted by the CPSU’s Case Management Group and related research (Rhind, 2012). Furthermore, the panel will make their anonymised reports available to the public. This will enable sports organisations to learn from each case and for best practice to be shared across national governing bodies. It also represents a very good example of a case in which policy makers, practitioners and academics have worked together to highlight and address key challenges related to safeguarding in sport.

Evaluation: Limits and possibilities of the initiative

The panel has only recently been launched and will start to process cases this year. As such, its impact cannot yet be judged. This having been said, the panel has been welcomed by Lead Welfare Officers, who view it as a valuable resource.

In terms of the limitations of the panel, the funding mechanisms have yet to be finalised. It is anticipated that the panel will manage some 20 cases in the first year. This may mean that the panel cannot handle all of the cases for which sports organisations require assistance. However, this will be judged as the system is implemented and evaluated over the coming months.

Looking forward, the potential benefits of the panel are very significant. It represents a system which can effectively manage cases of sexual or gender harassment and abuse in sport. Clearly, the case management system is a critical element of an overall approach to preventing sexual and gender harassment as well as sexual abuse in sport. It will ensure that a range of key issues are addressed which should safeguard the welfare of the victim and the alleged perpetrator.

The panel's final case reports can also provide an important source of data for research. This data can be analysed to investigate a variety of important research questions relating to the risk factors of abuse, the experiences of those involved and the consequences of abuse. This in turn can inform future measures which are designed to prevent sexual and gender harassment and sexual abuse in sport.

References

Rhind, D. J. A. (2012). Managing safeguarding cases in sport within the United Kingdom: A review of 2011. Manuscript in preparation.

The initiative in short:

Type of recommendation:
action plans and policies

Location: Australia

Implementing body:
Australian Sports
Commission (ASC)

**Problem tackled by the
practice:** establishment of
written harassment, anti-
discrimination and child
protection policies for all
organisational levels of youth
sport

Target group: organised
sports (sports clubs and
sports organisations)

Year of implementation: since
2005

Stakeholders: ASC, national,
regional and local sport
organisations

Financial/human resources:
ASC

Website:
www.ausport.gov.au/supporting/nso/member_protection

Member protection policy

Jan Toftegaard Støckel

Historical background/context of the initiative

The Australian Sports Commission (ASC) started doing information and policy work in 1996. A Member Protection Policy template was developed in 2004/2005 to assist National Sporting Organisations in writing their own sport-specific member protection policy. This template is one of several steps to address issues of sexual harassment and abuse, discrimination and child protection. Sports organisations and sports clubs are encouraged to modify the member protection template so that it reflects the needs and requirements of the organisation.

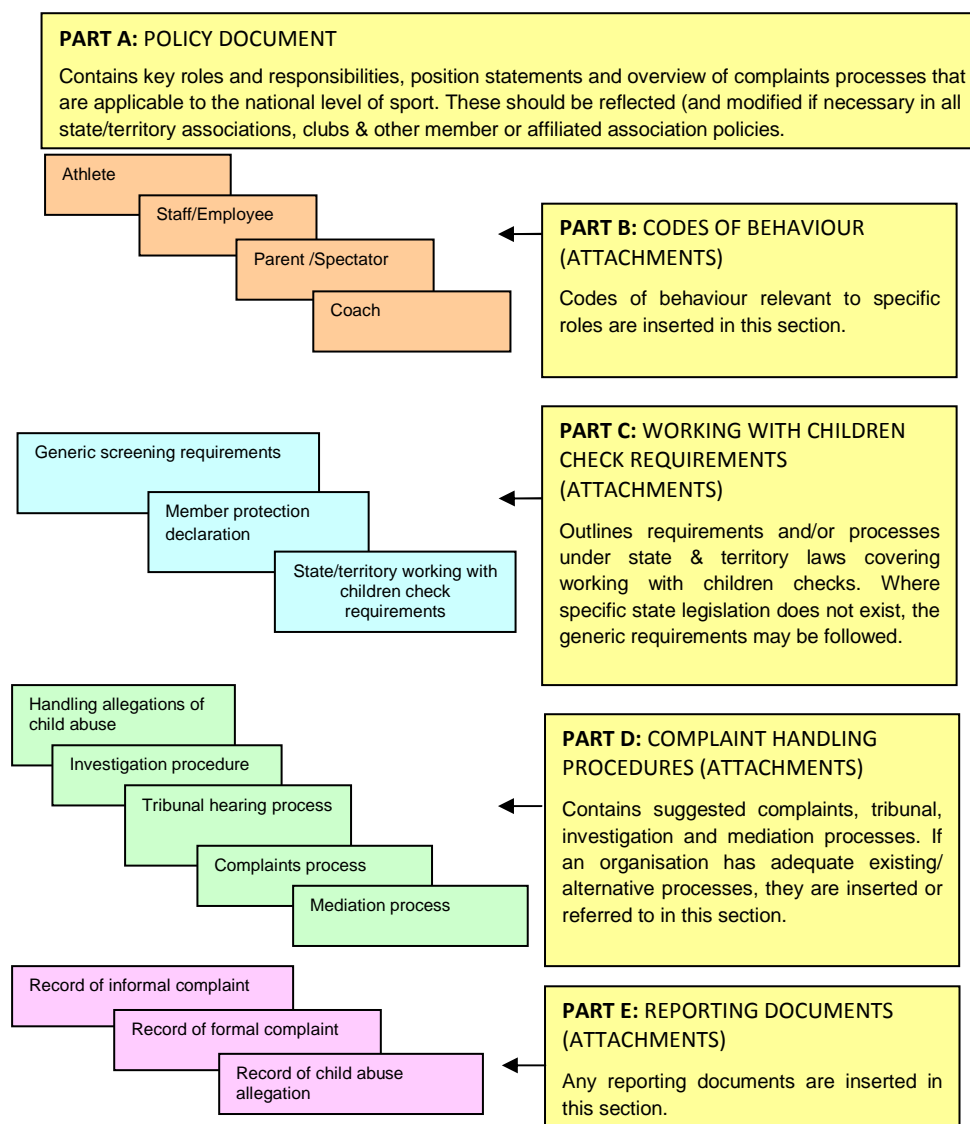
All national, regional and local sports organisations including sports clubs are required to have an updated Member Protection Policy if they want to receive Government funding.

The Member Protection Policy template reflects current legislative requirements in Australia and emerging issues in sport.

The ASC has recently re-developed the national database for Member Protection Information Officers (MPIOs) so that it is able to provide member support. ASC has developed online training for MPIOs that covers a wide range of issues that are relevant to the role of administrators and coaches. Access to this training and to updates about member protection issues requires registration in the national database. Once registered, members receive the MPIO national Certificate.

Detailed description of the initiative: What problems were tackled?

The Australian Sports Commission offers two separate member protection policy templates – one for sports organisations and one for sports clubs. The template for organisations includes five main policy areas as illustrated in the figure below. For each policy area there are additional sub-themes. All policy areas are supplied with a pre-written text. The sports organisations can then fill in the template with their own specific names where applicable, or they can make their own revisions. As an example under part b (see below) each sports organisation should adopt or revise the four different codes of behaviour (for athletes, staff/employees, parents/spectators, coaches), but they cannot ignore the demand for including any of the element. This example of good practice paves the way for organisations willing to establish a written policy. The relevance of this approach is that many sports organisations, particularly sports clubs and smaller organisations, rarely have sufficient insight and expertise to set up a coherent and structured child protection policy.



Reason for including the initiative into the catalogue: What makes it good?

The Australian policy approach constitutes a very high level of political and organisational responsibility and commitment. It balances the respect for systematic child protection measures with the necessary respect amount of autonomy to stakeholders.

Evaluation: Limits and possibilities of the initiative

The policy approach is aimed at the voluntary sports sector that organises sport from recreational through to elite-level sport. Because of the funding structure of Australian sports, this approach offers a unique opportunity to encourage member parties to comply with legal and moral standards set out by national and state level authorities.

A growing number of private and commercial sports organisations that are not obliged to comply with the ASC standards still choose to develop such policies because insurance companies often require compliance with ASC child protection standards.

Written policies do not guarantee that individual and organisational behaviour always follows the highest moral standards. However, they stipulate expectations, must do's and consequences for each sports organisation. According to senior consultant Debbie Simms of the ASC ethics department, the policy approach has improved youth sport safety. Within the first two years of operation of the template policy, there was an increase in the number of reported sexual harassment and abuse incidents, most of them involving older cases. Since then there has been a gradual decline in number of complaints and cases.

References

Australian Sports Commission (2004). Code of Conduct. Available at http://www.ausport.gov.au/__data/assets/pdf_file/0011/151004/codeofconduct2.pdf

The initiative in short:

Type of recommendation:
action plans and policies

Location: Germany

Implementing body: German Sports Youth

Problem tackled by the practice: encouraging sports clubs to safeguard children and young people

Target group: coaches, staff members, functionaries in sports clubs

Year of implementation: since 2011

Stakeholders:
German Sports Youth and member organisations

Financial/human resources:
funded by the German Sports Youth

Website:
<http://www.dsj.de/kinderschultz>

Against sexualised violence – a commented guideline for safeguarding children and youth in sports clubs

Bettina Rulofs

Historical background/context of the initiative

The German sports system is a complex organisation with the German Olympic Sports Confederation (Deutscher Olympischer Sportbund; DOSB) as the umbrella organisation of 16 regional sports confederations (one in each federal state), 62 national (sport-governing) federations and 20 sports associations with particular tasks. At the basis, 91,000 sports clubs facilitate activities for 27 million members.

For a long time, the different German sports organisations did not have a joint and corporate strategy for preventing sexual violence in sport. Only very few member organisations in Germany conducted their own specific campaigns for safeguarding children. In 2010, the prevention of sexualised violence was finally accepted by the national umbrella sports organisations as a relevant issue for a broad campaign in German sport. This was the result of some severe cases of sexual abuse that occurred in the context of churches and boarding schools. The cases were reported broadly by the media and the public was shocked by the large number of young victims and their long suffering.

Following these events, the German Sports Youth as the umbrella organisation for young people in sport appointed a national working group with experts on the prevention of sexualised violence. The working group is composed of members of different sports organisations as well as academics working in sports sciences. One of the main tasks of this group was the development of a joint guideline for safeguarding children in sports clubs. The guideline embraces the combined knowledge provided by the different member organisations.

For the first time, a mutual standard for preventing sexualised violence has now been adopted in German sport.

Detailed description of the initiative: What problems were tackled?

Against sexualised violence in sport – a commented guideline for safeguarding children and youth in sports clubs is the title of a 40-page booklet targeting coaches, staff members and functionaries in sports clubs. The aims of the guideline are:

- to sensitise persons in charge of young people in sport for the problems involved in safeguarding them;
- to encourage a culture of awareness of sexualised violence within sports clubs;
- to set up common standards for the prevention of sexualised violence in sports clubs;
- to give advice for professional intervention in cases of sexualised violence in sports clubs.

The booklet is structured in four chapters:

1. Background information:

This chapter provides a short overview of the most relevant information concerning the following questions: What is sexualised violence? Who are the perpetrators and what are their strategies? What are the specific risk factors in sport?

2. Guideline for prevention:

The chapter outlines five steps for preventing sexualised violence in sports clubs:

- a. Lift the taboo about sexualised violence in sport (e.g. by adopting a policy in the club's constitution/ on the website, by appointing a commissioner for safeguarding children);
- b. Raise awareness and competencies (e.g. by regular training sessions for staff members);
- c. Increase transparency (e.g. by team teaching, supervision, opening lessons for parents);
- d. Encourage self-assertion in girls and boys (e.g. by providing opportunities to participate, talking about children's rights, offering exercises for self-assertion);
- e. Check on staff members (e.g. by signing a code of conduct, asking for a criminal record check, checking on their references from former work places).

3. Guideline for intervention:

The chapter sensitises readers for the possible conflicts in cases of sexualised violence and gives advice how to deal with complaints and suspicions:

- a. Check carefully on complaints and suspicions (e.g. by listening to children and young people, taking them seriously, ensuring anonymity and help);
- b. Cooperate with external professionals (e.g. by contacting professional youth associations and welfare organisations that are specialised in the topic);
- c. Act in the best interest of the young people (e.g. by notifying club management, by suspending a possible contact with the perpetrator, by notifying welfare authorities/ police);
- d. Take responsibility for staff members (e.g. by avoiding overhasty denunciations, ensuring anonymity);
- e. Communicate in a clear and matter-of-fact way (e.g. by ensuring transparency towards the victim and the perpetrator, avoiding rumours, informing the media in an adequate way).

4. Working aids:

The last chapter provides a sample of practical tools, e.g. a short check-list with the most essential guidelines, a code of ethics that might be applied by the club, a form for the administration of criminal record checks, a list of references.

Reason for including the initiative into the catalogue: What makes it good?

For the first time in German sport, the issue of safeguarding children and young people is being addressed in a publication that represents a joint and corporate standard of prevention. The guideline has become the central reference for prevention work in German sports organisations.

The content of the guideline is based on scientific standards for child protection as well as the knowledge gathered within the member sports organisations. Thus acceptance and applicability in sports organisations are expected to be high.

Evaluation: Limits and possibilities of the practice

The guideline was published in October 2011. It is provided both as a download file via Internet as well as a printed booklet. The first feedback from sports organisations was positive. A second edition had to be printed. Yet the impact of the guideline has not yet been evaluated, and it is an open question whether the knowledge can be transferred to the basis of all sports clubs in Germany.

References

German Sports Youth (ed.)(2011). Gegen sexualisierte Gewalt im Sport – Kommentierter Handlungsleitfaden für Sportvereine zum Schutz von Kindern und Jugendlichen [Against sexualised violence in sport – a commented guideline for safeguarding children and young people in sport]. Frankfurt am Main. Available at http://www.dsj.de/fileadmin/user_upload/Dokumente/Mediencenter/Publikationen/handlungslleitfaden_sexualisierte_gewalt.pdf

The initiative in short:

Type of recommendation:
action plans and policies

Location: Belgium

Implementing body: Flemish government (Department of Sport) in cooperation with sports stakeholders

Problem tackled by the practice: providing a toolbox with a model vision, nine instruments and background information on establishing a policy on sexuality in sports clubs

Target group: all stakeholders in sports clubs and federations, especially those designed for children (under 18)

Year of implementation: 2012

Stakeholders: Flemish sports authorities, Sensoa and Child Focus

Financial/human resources:
N/A

Website:
<http://www.seksuelevorming.be/download/pub/RaamwerkSeksualiteitEnBeleidInteractief.pdf>

'Sexuality and policy' framework

Tine Vertommen

Historical background/context of the initiative

After the 2010 disclosure of sexual abuse scandals in the Catholic Church involving more than 504 perpetrators and 776 victims, a parliamentary commission investigated sexual abuse by authority figures. The sports world was also subject to investigation. Sports administration bodies, the national Olympic committee and umbrella sports organisations had to admit that they had never received any complaint about sexual harassment or abuse, simply because there was nobody to collect these complaints. The sports authorities were reminded of their responsibility to create a safe sports environment for children. The Belgian Olympic and Interfederal Committee organised a symposium on sexual abuse in sports at the end of 2011. In 2012 a commitment statement was signed by the Flemish Minister of Sport and the first steps towards a prevention policy were made. At the same time, there was growing concern that the positive approach of physical and sexual integrity was being pushed into the background because of the emphasis on the negative aspects of sexuality, such as the harassment and abuse of children.

Therefore a general framework titled sexuality and policy was developed in 2012 by Sensoa (the Flemish expertise centre for sexual health) and Child Focus (a foundation for sexually exploited children), two organisations experienced in projects on sexual education and the prevention of sexual harassment. The purpose of this document is to address the lack of policy and plans related to sexuality in different organisations by providing impulses to ensure the physical and sexual integrity of children, improve existing policies, and create materials for acting bodies. A positive approach to the subject of sexuality and children is a philosophy which runs throughout each of these strategies. The framework contains a model vision based on three levels of policy: a broad quality policy, a prevention policy for organisations and a reaction policy in case of actual incidents.

Because of the general approach of the framework, which was designed for various social areas, it needs to be adapted to the sports sector. The 'translation' of the document is made in cooperation with sports stakeholder and more support is provided in the form of workshops, sport-specific instruments and 'train the trainer' sessions.

Detailed description of the initiative: What problems were tackled?

Content of the framework

A model vision based on assumptions, conceptual frameworks and a policy matrix is translated into principles on three levels (quality, prevention and reaction) and further concretised into objectives in different policy domains (such as care and education, internal rules and accommodation, expertise and communication).

1. Overview of nine instruments to facilitate the implementation of the policy:
 - a guidebook filled with suggestions on how to start implementation of the policy;
 - a quick scan: topic list to assess the current situation in your sports club;
 - main starting points to create a policy vision;
 - a detailed policy matrix with suggestions of possible interventions and working methods;
 - a competence checklist for sports leaders which can be used to identify the need for (further) staff training;
 - a checklist for internal rules ('house rules');
 - a code of conduct: an instrument to formulate staff expectations with regard to sexuality and physical integrity of the athletes;
 - an action protocol: a step-by-step proposal to deal with a suspicion, a disclosure or a declaration of sexual abuse;
 - a signpost for care and relief organisations with (contact) information.
2. Background information on:
 - conceptual frameworks with hyperlinks to external sources providing more information;
 - normative sexual development list indicating age-related sexual behaviour;
 - legal information on professional confidentiality and legislation.

Problem tackled/ Target of the initiative

The target of this framework is to support local sport clubs in establishing and implementing an individual vision of the prevention policy of sexuality and physical integrity of children. Not all instruments are suitable for each sports organisation, so it is up to the sports clubs to make an assessment of which instrument to elaborate and implement. The purpose is the development of an individually designed prevention policy, implemented at the individual speed of every organisation.

Bodies/stakeholders involved

POLICY AGENTS	ADVISORY ORGANS	PARTNERS IN THE FIELD
Flemish minister for sport	International Centre for Ethics in Sports	Institute for Sport Management and
BLOSO sport administration, including the Flemish Trainer School	Panathlon (Association for Children's Rights in Sport)	Foundation for Flemish school sport
Culture, Youth, Sports and Media Department of the Flemish authorities	Sensoa & Child Focus (expert centres in sexual health and education)	Flemish Bureau for Sport Supervision
Belgian Olympic and Interfederal Committee		Flemish Sport Confederation: umbrella of sports federations

Timescale

The general framework was presented in the spring of 2012, after which the adaptation of the framework for the sport sector started. The adapted document Framework Sexuality and Policy in sport will be available at the end of 2012.

Next steps

Afterwards, this document will be distributed to all Flemish sports confederations and other organisations involved with youth sport.

In addition, a sport-specific ‘flag system’ will be developed. This is a visual tool with sport-specific images showing various situations of sexual harassment or abuse. The users are asked to assess these behaviours by means of objective criteria. This tool has already proven to be very helpful for professionals in other settings to assess sexual behaviour from and with children. To finalise the adaptation of the general framework for the different domains of the Flemish society (education, youth, child care and sport), a symposium will be organised in December 2012 where the action plans of these three domains will be presented and good practices will be exchanged.

Target groups

All stakeholders in sport in Flanders: organised sports clubs and federations, as well as Flemish school sports organisations and community youth sports coordinators. The approach is focused on the protection of the sexual integrity of all sporting children, at every level and in every discipline.

Reason for including the initiative into the catalogue: What makes it good?

This is the first step of the Flemish authorities towards the development of a prevention policy of sexual harassment in sport. It is a very comprehensive toolbox with nine different instruments accompanied by a model vision on sexuality and physical integrity and more background information. This initiative offers an integral approach to address the issue, but at the same time it is established in a protective climate that emphasises the positive aspects of children’s sexual development.

Another value of this instrument is the parallel development into other domains of society: education, care and youth organisations. All domains start from the same ‘parent version’ of this instrument and make an adaptation to their own culture with the help of professional experts, which increases uniformity.

This initiative, in combination with the subsidisation of the Flemish International Centre for Ethics in Sports in which research and advisory work is coordinated between four Flemish universities, is a big step forward for Flanders.

Evaluation: Limits and possibilities of the practice

Since this example is not yet in use, it is difficult to assess its limits. It remains to be seen if local sports stakeholders will read the document. Will they be willing to integrate the information into their daily practice? Is the document accessible enough? Most clubs consist of volunteers who already sacrifice a significant amount of time and effort for the sake of the club, so they could argue that it is too much to ask.

Because of the variety of instruments, local clubs will have to select and prioritise the most compatible instruments to implement in their organisation. The expert group intends to provide a guideline on which order to use in the implementation. Another issue raised by the expert group is whether ‘sexual education’ is a task for sports organisations. We could also

consider whether local sports clubs are the ideal starting point for policy development, following the bottom-up idea. It will be the task of the umbrella organisations to stimulate and support local initiatives.

References

Sensoa & Chid Focus (2012). Raamwerk Seksualiteit en Beleid. Kwaliteit, preventie en reactie in jouw organisatie [Sexuality and policy Framework. Quality, Prevention and Reaction in your organisation]. Available at <http://www.seksuelevorming.be/download/pub/RaamwerkSeksualiteitEnBeleidInteractief.pdf>

The initiative in short:

Type of recommendation: supporting and protecting procedures

Location: the Netherlands

Implementing body: Sexual Harassment Project, National Olympic Committee and National Sports Confederation (NOC*NSF)

Problem tackled by the practice: providing counselling, support and advice on harassment in sport

Target group: victims, defendants and bystanders of sexual harassment in sport

Year of implementation: 1998

Stakeholders: NOC*NSF

Website:
www.watisjouwgrens.nl

Helpline for sexual harassment in sports

Tine Vertommen

Historical background/context of the initiative

To date, no research into the incidence of sexual harassment and abuse in sports has been conducted in the Netherlands. However, the prevention policy for sexual harassment in sports adopted by the Dutch Olympic Committee and the Dutch Sports Confederation (NOC*NSF) has played a pioneering role since the late 1990s and influenced prevention policies in other countries as well.

In 1996, three former world champions in judo accused their coach of sexual and emotional abuse between 1987 and 1993. The coach was suspended for three years by the disciplinary commission of the Judo Union and sentenced to four months' probation by the court. Although the NOC*NSF had been trying to implement a framework for addressing the problem of sexual harassment for several years, this high-profile case prompted direct action, with the NOC*NSF implementing a project aimed at tackling sexual harassment and abuse in sports that had two main goals: (1) to develop a structure of support for sports federations managing incidents of abuse and harassment, and (2) to develop a prevention programme aimed at eliminating the permissive sports culture which is partly responsible for such incidents.

The NOC*NSF helpline for sexual harassment in sports was established with around 20 national counsellors trained by external expertise centres and managed by the NOC*NSF, whose task is to support victims, parents and those being accused and also to advise club and federation boards.

In the beginning, the helpline was hosted by two national general help lines (SOS Telephonic Hotline and Child Line), but after some years it seemed that a more sport-specific approach was required to encourage more reports. Since then, the helpline and the pool of counsellors have been independently hosted by NOC*NSF.

The helpline provides twofold assistance: first, care and relief for victims, alleged perpetrators, parents or bystanders and second, redirection (if wanted by the service user) to a NOC*NSF counsellor or other services such as general care organisations, police, lawyers or public prosecutors.

Detailed description of the initiative: What problems were tackled?

The helpline is available daily from 8am till 10pm. The vast majority of the incidents, complaints or questions about sexual harassment reach the service through this channel. Other channels are: directly through a counsellor or through a local contact person in sports clubs or federations. The counsellor answering the phone call asks short questions to situate the incident; if requested by the service user, he is able to provide the help of a counsellor or adviser from the NOC*NSF project.

In-field help is provided by counsellors to victims (and their parents) and defendants, and advisers are available for sports federations and clubs. Information is treated as strictly confidential. The task of the counsellor is to listen and support the victim or defendant and assist with the filing of potential complaints or other procedures. These counsellors are trained only to give moral and/or practical support. It is not their task to ascertain the guilt or innocence of any party. They support victims (and their families) or the alleged perpetrators as long as this is wanted, often until an informal solution is found within the club or until formal steps are taken (e.g. reporting to police services). Advisers are neutral individuals who are familiar with the sports world's regulations and association law and can therefore inform the service user on what procedural steps are possible. Advisory work and counselling are strictly separated. Both counsellors and advisers are frequently asked to offer information evenings in sports clubs, federations or municipalities, which means that the helpline is active not only on the reactive side of the problem but also in preventive work.

The project started in the late 1990s. The number of requests gathered by the helpline has settled at around 40 prolonged interventions a year. The sexual harassment project is embedded in the NOC*NSF Safer Sport Environment project, which runs until 2020. All accredited umbrella sports federations give their support by partially subsidising the project and being involved in the overall policy development. The project targets all people involved in organised sports that are accredited by the NOC*NSF. In 2010, 86 organisations were affiliated with NOC*NSF, representing more than five million Dutch athletes, coaches, referees and board members.

Reason for including the initiative into the catalogue: What makes it good?

The Netherlands is the first country worldwide to create a helpline uniquely designed to support victims and (alleged) perpetrators involved in incidents of sexual harassment and abuse in sports. The NOC*NSF counsellors are specially trained in supporting victims and alleged perpetrators, taking into account the specific circumstances of the sports context. They are familiar with sport-specific risk factors and breeding grounds for the onset and maintenance of sexual and gender harassment and abuse in sports settings. The added value of this helpline is the fact that it is embedded in a project with many other policy instruments for the prevention and repression of sexual harassment in sports:

- a code of conduct for all sports leaders installed in 1998;
- a blueprint disciplinary law for sports federations (made available in recent years to support sports federations with the development of disciplinary rules for sanctioning sexual harassment);
- a registration system or "black list" where perpetrators convicted by a disciplinary committee are registered will soon be in use;
- an e-learning module for sports leaders on policy development;
- annual training of local contact persons in clubs and federations who can then sensitise their sports club about the problem and function as a first point of contact;
- a tool kit for sports clubs to establish a prevention and reaction policy;
- an information campaign with brochures and posters for different target groups;

- evaluation through scientific research consisting of:
 - an analysis of hotline incidents and;
 - a study of the effectiveness of the policy instruments.

At the same time, the sports sector is represented in a national prevention project called “In safe hands”, which is made available to all volunteers in the Netherlands. This project consists of a tool kit called sexual harassment, a training module for social safety advisers, the development of a national registration system (which includes the sports registration system) and the development of disciplinary law for volunteers. The NOC*NSF is working on the introduction of a mandatory criminal record check for all sports personnel.

Evaluation: Limits and possibilities of the initiative

Between 2000 and 2010, 607 reports were registered by the NOC*NSF project on Sexual Harassment in Sport (Vertommen, 2011). In 432 of the 607 reports, one or more counsellors were appointed either to support the victim(s) or the defendant or to advise the sports federation or club board. In another 175 registered phone calls, the assistance of a counsellor was not requested by the service user. Due to the hardly assessable number of undetected cases and the cases that were reported through other channels, this number of reports does not give a clear indication of the incidence of sexual harassment in sports. The 432 interventions by counsellors, which were mentioned in the registration reports, are a valuable starting point to learn more about the incidents reported to the helpline. These range from mild forms of sexual harassment, such as slight verbal intimidation, through to obvious forms of prolonged sexual harassment, voyeurism or exhibitionism and to severe forms of sexual abuse and (attempted) rape.

The sexually harassing behaviour described in the incidents often proves to be repeated over a longer period and affecting multiple victims, showing that sexual harassment is seldom a onetime event but rather a deliberate process. Multiple forms of sexual harassment are often combined during one incident, with a wide variety of other possible types of harassment. Non-sexual harassment, e.g. transgression of accepted rules of conduct or emotional abuse, is often noticed in combination with types of sexual harassment. This shows the diffuseness of behaviours exhibited by the offender. Due to non-conformity of the registration (registration forms which were not fully completed, different use of definitions...) it is possible that even more offences occurred; however, the counsellor only registered the most severe form. Based on the registration forms, it is not possible to define in which chronological order the different forms occurred.

In a recent study into the effectiveness of the tools implemented by the NOC*NSF, Serkei et al. (2012) found that stakeholders in sport are not familiar with the helpline. Almost 70% of the respondents (N = 382 sport clubs) still have no prevention policy with regard to sexual harassment. 66% of the sports clubs surveyed have no reaction policy when incidents of sexual harassment are disclosed. The main reason for the lack of reaction policy is the assumption that sexual harassment simply does not occur in their particular environment. 75% of the respondents are not familiar with the NOC*NSF policy instruments: the helpline for sexual harassment has been introduced in only 11% of the sports clubs surveyed, and only 3% of the sports clubs had actually used the helpline prior to the survey (and this only for advice and not for support relating to actual incidents). However, the instruments that are implemented and known by the respondents are considered to be effective and meaningful.

Possibilities

1. Shift to an advisory organisation?
Since 2007, there has been a notable increase of requests for advice, to the detriment of requests for counselling. Compared to the earlier years of its existence, the helpline now seems to be perceived more as an advisory service, and its focus seems to have widened into other forms of harassing or intimidating behaviours. The 2005 installation of contact persons at club or federation level who are accessible for questions and redirection is a possible explanation for this change.
2. New information campaign
The results of the recent study on the effectiveness of the instruments (Serkei et al., 2012) show that it is important to regularly remind stakeholders about existing policy instruments. After more than a decade of reactive and proactive prevention policy, only a small part of the Dutch sporting family is aware of and familiar with the instruments. The NOC*NSF therefore needs to constantly promote the instruments they have developed.
3. Scientific value
Every counsellor and adviser registers all available information concerning the incident in a predefined registration form. Victim and perpetrator characteristics (age, sex, position) are recorded as well as information on the sport type and level, type of reported sexual harassment, number of victims, duration and frequency of the offences. The scientific relevance consists of the unique information on incidents that has been gathered since the onset of the project. These documents give insight into the range of incidents – from “minor” incidents of verbal harassment or unwanted instruction-related touching through to prolonged sexual abuse. Although scientific research has, since the late 1990s, been fed with “real stories” of sexual abuse on a qualitative basis through victims’ public disclosures, here we find an added quantitative value for further investigation.

References

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The initiative in short:

Type of recommendation: supporting and protecting procedures

Location: Denmark

Implementing body: National Olympic Committee and Sports Confederation of Denmark (NOC DIF)

Problem tackled by the practice: educating coaches about the relevance of athletes' social responsibilities

Target group: youth coaches and 13 – 18-year-old athletes

Year of implementation: 2007 - 2011

Stakeholders: NOC DIF

Financial/human resources: NOC DIF

Website:
http://www.dif.dk/PROJEKT_ER_OG_RAADGIVNING/boernogunge/antimobning.aspx

What about the respect – we not me

Jan Toftegaard Støckel

Historical background/context of the initiative

What about the respect was launched in 2007 and lasted till 2011. The aim of the project was to encourage team cohesion, promote social norms and prevent bullying by focusing on athletes' social awareness and responsibility.

The project was launched as part of project portfolio to supplement the project 'a good sports environment for children and young people' (which is also described as a good practice example).

The project materials were originally hosted by the National Olympic Committee and Sports Confederation of Denmark (NOC DIF) but shifted in 2011 to the Facebook page We not me. The original idea of the project is to prevent bullying and premature drop-out from sport by addressing educational material directly at coaches.

Despite numerous cases of sexual harassment and abuse in sports, there are no references made to projects that seek to prevent bullying, sexual harassment or abuse.

Detailed description of the initiative: What problems were tackled?

What about the respect is a four-step program focusing on athletes' social awareness and group responsibility. The main aim is to target peer interaction and social responsibility through dialogue. The four steps are:

1. coaches download and read the five-page glossy and abundantly illustrated manual for coaches that describes the aims, contents and procedure of the project;
2. two-page questionnaire sheets for athletes are then downloaded, printed and distributed. Questions are short and address team cohesion and social expectations with regard to peer athletes and coaches;
3. the data is collected and analysed so that a team discussion can be held about the social norms and possible actions to promote a safe and positive atmosphere;
4. when social norms are agreed upon they are summed up in approximately ten points and sent to the NOC DIF, who then prints a poster with the ten items to hang in the gym or other training facility.

Reason for including the initiative into the catalogue: What makes it good?

Although there are many projects aimed at improving athlete and coach behaviour towards more ethical decision-making and social responsibility, very few programmes deliver dialogue-based materials to support the process. This project is highlighted because it appears to be highly relevant and because it represents a positive attempt at putting more focus on the entire sporting process and on the social interaction before, during and after training and competition.

Evaluation: Limits and possibilities of the initiative

The project terminated in 2011. Because of its online character, NOC DIF cannot offer any estimates on its success. NOC DIF did not keep any statistics on how many posters they printed during the project. The materials are still available on the NOC DIF webpage. In 2011 the program was changed and renamed. It is now in the format of a discussion page on Facebook called *We not me* (approximately 5,000 visitors in one year). The Facebook page appears to be superficial and lacks the original dialogue-based approach. Instead, viewers are asked to take a very novel and context-detached test of their team karma. Each month a story or video about team cohesion and team rules is rewarded with a prize of € 133. Although the project is well-intentioned, there is a lack of systematic evaluation to substantiate its possible effects.

This project is aimed at all levels of youth sport but based on the comments made on Facebook, the primary target group appears to be local and regional competitive sport clubs involving youth teams. According to the project management team at NOC DIF, the project was considered to be unmanageable for coaches because they were made responsible for the discussions and analysis of data. Although it could be argued that social interaction in and around sport is the primary responsibility of coaches, it is clear that NOC DIF is cautious when balancing safeguarding initiatives in a voluntary sector. In perspective, this project could indeed be fit for elite and sub-elite youth sport settings, where more coaches are paid and where more athletes are exposed to a wider range of more intense social interaction.

References

The National Olympic Committee and Sports Confederation of Denmark *WE not me* – facebook campaign. Available at <http://www.facebook.com/WeNotMe.dk> [in Danish]

The initiative in short:

Type of recommendation: supporting and protecting procedures

Location: England – United Kingdom

Implementing body: the English Football Association (FA)

Problem tackled by the practice: knowledge promotion and guidance on safeguarding children, safe recruitment

Target group: any person working with children in football (over 16 years old)

Year of implementation: since 2000

Stakeholders: the FA

Financial/human resources: the FA

Website: www.thefa.com

The FA respect and licensed coach scheme

Maria Papaefstathiou & Montserrat Martin

Historical background/context of the initiative

The English Football Association (The FA) has been one of the leading sports organisations in the United Kingdom in terms of acknowledging the promotion of safety, health and protection of athletes of all ages. This followed the establishment of the Child Protection in Sport Unit (CPSU) in 2001, which aims at supporting sports organisations in ensuring children's safety and welfare. The CPSU forms part of the nation's wider approach to ensure the protection and safety of children. Building on the awareness generated by the CPSU, the English FA, in 2000, launched a Child Protection Strategy which was later evaluated (Brackenridge et al, 2004). Currently, the FA is implementing a programme titled Respect, which aims to promote positive behaviours by adults in order to ensure safeguarding of children (The FA, 2012). In August 2011, the FA also launched a new scheme, The FA Licensed Coaches Club, aiming to enhance commitment to professional development, good practice and updated learning (The FA, 2012). An FA licensed coach is required to hold valid English/UEFA coaching qualifications, have an enhanced FA Criminal Records Bureau (CRB) check, complete the minimum Continuous Professional Development every year (CPD), receive Safeguarding Children and Emergency Aid Certificates and join the FA Coaches Club for Licensed Football Coaches (The FA, 2012). The overall purpose of this scheme is to enable coaches to gain access to the latest developments in the game. The provision of workshops in safeguarding children is an example of the safeguarding children education that coaches are required to undergo prior to being allowed to coach children. The workshop incorporates information involving all types of child abuse, including child sexual abuse, and information about its recognition, behaviours towards tackling it and action to take. Codes of conduct have been developed for coaches in an effort to prevent poor practice in football. Lastly, CRB checks ensure that children are allowed to prosper in a safe and fun environment under the supervision of suitable adults.

Detailed description of the initiative: What problems were tackled?

Training (Workshop): The FA Learning Safeguarding Children in Sport workshop tackles behaviours like unacceptable verbal or non-verbal actions of overcompetitive parents, spectators or coaches (The FA, 2012). These may cause significant concerns to participants, particularly to children. The workshop provides constructive detail of “what best practice looks, feels, and sounds like” (The FA Learning, 2008, p. 4). It is divided into four sections: guidance on best practice, what is poor practice and abuse, what to do about poor practice and abuse, and actions to take through given activities and scenarios. Workshop attendees receive a Safeguarding Children certificate. It is recommended, however, that participants renew their certificate every three years. The workshop is delivered by an instructor who is a qualified social worker, and it has an interactive and informal nature. The instructor delivers the workshop by means of a presentation and small group work activities. The cost of this workshop is £30. The workshop is organised by the Football Association and delivered by the FA’s county offices across England. It involves the mandatory participation of all those who work with children in football including coaches, managers, scouts, referees and volunteers.

Codes of conduct: Codes of Conduct including the Respect Code of Conduct for Coaches, Team Managers and Club Officials constitute one of the tools established by the FA to ensure a safe, positive and enjoyable environment in football. The code sets the behaviour that is expected in order to prevent poor practice. It also explains the actions which need to be taken if the code is broken (The FA, 2012). According to the Respect programme, each individual is responsible for his or her actions. The Respect Code of Conduct for Coaches, Team Managers and Club Officials is made up of three sections. Firstly, it states the general behaviour that personnel are expected to commit to on and off the field. Secondly, the code specifically describes the individual’s behaviour towards players. Lastly, the code explains clearly what actions need to be taken at the local and national level when the code is broken.

Criminal Records Bureau (CRB) checks – ‘Enhanced disclosure’: The FA requires everyone who works or volunteers in children’s football to apply for a FA CRB Enhanced Disclosure. A CRB Enhanced Disclosure is a printed record containing information from the police national computer, local police intelligence and a check of government lists of people banned from working with children. These checks are crucial in deciding if a person working with U18’s is suitable to be involved in children’s football or if, for example, they have a history of sexual offending. A CRB Enhanced Disclosure tells the FA about a person’s recorded offences. The CRB is an executive agency of the Home Office set up to help organisations make safer recruitment decisions in the UK. The CRB works in partnership with the police and the Independent Safeguarding Authority (ISA), amongst other organisations. By completing a CRB Enhanced Disclosure application, an individual allows the FA to have access to any criminal record or non-conviction information that is held by the police. This information may include outstanding prosecutions and relevant allegations of criminal behaviour. In line with the CRB Code of Practice, the FA may disclose this information to those involved in making a suitability decision. The FA may use any or all of this information to help decide an individual’s suitability to be involved with children in football.

Reason for including the initiative into the catalogue: What makes it good?

Training (Workshop): A positive element of this workshop is that it is compulsory for all coaches, referees (over 16 years old) and welfare officers who will be working with children. It constitutes part of the qualifications needed prior to working with children in football. The course aims at raising awareness of best practice in safeguarding children. It is also designed to help stakeholders to recognise their moral and legal responsibilities when working with children. It trains stakeholders on how to report concerns relevant to a child’s welfare, a vital

component of effective policy development (Kaufman, 2010). Lastly, it helps people working with children to develop actions to bring change by raising game standards. Workshops of this type assist in the elimination of any concerns (Brackenridge, 2001). According to Brackenridge, such workshops “are intended to raise awareness, increase knowledge, encourage confidence and help to bring some objectivity to a subject [such as sexual abuse] that often provokes exaggerated fears” (p. 219). An additional positive element of this workshop is that it provides information on both the causes of certain types of abuse including sexual mistreatment together with prevention measures. This is due to its approach in helping stakeholders recognise abuse within and outside sport. As Brackenridge (2001) suggests, “Training courses should be geared both towards recognition of signs of abuse outside sport and towards establishing good practice in the treatment of athletes within sport settings” (p. 220). This approach can be significantly helpful in tackling abusive behaviours as it helps improve the cultural system of sport rather than shifting the responsibility to the individuals’ potential pathology (vulnerability). Suggestions for future directions include the need for a “shift in focus from the individual pathology of the offender to a greater focus on the societal conditions and social norms that support the perpetration of abuse” (Kaufman, 2010, p. 496). For instance, the scenarios and activities presented in the workshop assist participants in recognising why forms of abuse can be wrong, at the same time avoiding any reference to extreme cases of abuse. The workshop’s approach is a good example of how efforts can be shifted from law to organisational policy and practical facilitation of standards at the grassroots level (Kaufman, 2010).

Codes of conduct: The FA’s code of conduct is a positive example as it makes reference to wider values that can be reflected through sport – values such as welfare, ethics, equity and equality (Brackenridge, 2001). The code of conduct forms an example of a wider welfare approach as it focuses not only on behaviours that are legally prohibited but rather on behaviours that are ethically appropriate. For instance, coaches are encouraged to collaborate with other personnel in football for each player’s best interest.

CRB Enhanced Disclosure checks: Because the FA takes the welfare of children seriously, checks are required to ensure that those who work or volunteer with children in football are suitable to do so. The CRB Enhanced Disclosure checks are a starting practice which guarantees safe and enjoyable football for all children because it reduces their risk of being in contact with individuals who have been identified as a threat to children in sport. With this check, the FA makes sure that all personnel in contact with U18’s in football premises are recruited responsibly.

Evaluation: Limits and possibilities of the initiatives

Training (Workshop): This practice can be regarded as an example of good practice since it is targeted at all stakeholders working with children and constitutes a mandatory qualification for these persons. Another efficient aspect of this practice is that it currently constitutes part of an overall education system (Brackenridge, 2001). However, this system would be more efficient if workshops were designed towards the prevention of sexualised violence among athletes of all ages including adult athletes within and outside sports environments, and if it specified with more clarity what it can contribute and how to tackle sexual violence. The efficacy of such courses/workshops increases when they are delivered in conjunction with specific codes of conduct designed separately for each stakeholder group (Brackenridge, 2001). The FA has implemented relevant codes. Nonetheless, athletes need to be empowered with appropriate educational procedures, including workshops, to develop learning strategies for self-protection (Brackenridge, 2001, p. 220). Such programmes may be organised and delivered by those departments of sports organisations that are responsible for ethics and equity issues (see below). This approach may reflect the organisations’ aim in approaching

issues such as the prevention of sexualised violence specifically in a wider manner that reflects sports values such as equity and equality (Brackenridge et al., 2004). It is also important to note that the efficiency of this workshop may be evaluated via evidence-based research (Kaufman, 2010).

Codes of conduct: The code does not detail examples of what abusive behaviours might be. Brackenridge (2001) suggests that codes of conduct should specify how the welfare of all athletes can be maintained via coaches' actions (Brackenridge, 2001). Building on this limitation, the FA has recently launched the Respect Equality workshops to assist individuals in sport in gaining further knowledge and understanding of behavioural examples and use of language which can be offensive or abusive. However, an inevitable drawback of the code is its paternalistic approach, which may be criticised as restricting the freedom of action ('common sense thinking') of individuals. This negative impact may be minimised if codes of conduct elaborate with clarity what is expected from each group of people engaged in sport (Brackenridge, 2001). The participation of individuals such as coaches in educational and training courses assists in eliminating the likelihood of challenges generated by this approach (Brackenridge, 2001).

CRB Enhanced Disclosure checks: Whilst this practice is a key contribution to make sport for children safer and enjoyable it also has some identified inefficiencies like:

- it does not prevent first time offenders;
- in other countries there has been ethical resistance in applying this practice to volunteers and helpers within sports because it implies the presumption of guilt until innocence is proved instead of the other way round. The CRB checks represent suspicion as a starting point;
- a CRB check can take longer than expected, as it is a very bureaucratic process;
- there needs to be more collaboration between organisations to ensure that all the information is gathered correctly. At the moment not all information is captured by CRB checks;
- people are sometimes being incorrectly labelled as criminals for an act which they did not commit, and it takes time and effort to remove them from these lists.

The FA has to ensure that records are kept in compliance with the Data Protection Act, otherwise it could be prosecuted.

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The initiative in short:

Type of recommendation:
monitoring and evaluation

Location: United Kingdom

Implementing body:
Edge Hill University

Problem tackled by the practice: engagement of sports stakeholders with child protection

Target group: national sports organisations; researchers

Year of implementation: 2011 – 2012

Stakeholders: Edge Hill University; The Rugby Football League; The Child Protection in Sport Unit

Financial/human resources: circa £8,000

Evaluating child protection and safeguarding within a national governing body

Mike Hartill

Historical background/context of the initiative

The ‘discovery’ of child sexual abuse in UK sport in the mid-1990s led to the development and gradual implementation of child protection and safeguarding policies and procedures. Consequently, the UK sports community has now experienced over a decade of child protection policy intervention.

If the global problem of childhood sexual abuse is to be more effectively addressed, the international sports community must evaluate its early progress, identify key challenges and share knowledge. If such evaluations are to be rigorous and of benefit to children everywhere, the higher education research community has a vital role to play in this task.

Understanding ‘what works’ will be a vital tool in the endeavours of the sports community to safeguard and protect the children within its midst and on whom it relies so heavily. However, this is frequently an overlooked aspect in the planning, development and implementation of child protection in sport policy.

A lack of understanding about how child protection policy development and implementation has impacted upon sport is a key omission from the last decade of policy intervention in the UK. The Rugby Football League (RFL) was one of the first governing bodies of sport in the UK to develop and implement its own child protection policy.

As the policy was ‘rolled-out’ across the sport, the RFL agreed to support research (at Edge Hill University) aimed at investigating the efficacy of the implementation process. This research, including recommendations, was subsequently presented to the RFL, to academic conferences and published in academic journals (Hartill & Prescott, 2007). The RFL remains one of the very few governing bodies to actively engage with research.

In 2010, the English Child Protection in Sport Unit (CPSU) established a ‘Call to Action’ designed to refresh and renew the vision for safeguarding children in sport. The Call to Action introduced a new Framework for Safeguarding Children in and through English sport. This provided a logical point to establish some important baseline data.

Detailed description of the initiative: What problems were tackled?

Background:

The author obtained research funding from Edge Hill University via a proposal supported by the Rugby Football League and the Child Protection in Sport Unit.

Problem tackled/ Target of the initiative

This project was designed to evaluate the effectiveness of the UK Rugby Football League's approach to safeguarding and child protection through an Activation States analysis (Brackenridge et al., 2005). This tool was developed and used by Brackenridge et al. (2005) in research for the English Football Association but has not yet been used by other researchers or organisations.

This method involves the collection of qualitative data via interviews. Responses are then graded according to five states of activation (inactive, reactive, active, proactive, opposed) across four modes: voices/discourses, knowledge and experience, feelings, and action. The interviews are anonymous and confidential. The objective is to evaluate a stakeholder group (e.g. club coaches) rather than individuals, therefore, twenty-five is considered a minimum number of participants to produce valid results.

The study targeted specific stakeholder groups within the Rugby League community who were considered to be relevant to the implementation of the RFL's safeguarding policy 'on the ground'. In other words, it aimed to evaluate what impact the policy had on those who work with children. The stakeholder groups selected were Club Child Welfare Officers, Club Coaches and Community Coaches.

The project was specifically designed to address two issues:

1. How engaged (or 'activated') is the Rugby Football League community with the child protection/safeguarding agenda?
2. How effective is the Activation States approach in evaluating organisational engagement (and change) in the area of child protection (in sport)?

Timescale

This project was initiated in April 2011 and is due for completion in October 2012.

Reason for including the initiative into the catalogue: What makes it good?

A key feature of this approach is that it requires a qualitative approach to data collection. Therefore, it provides the space for individuals to express their views and feelings fully and in their own terms. This provides researchers with a wealth of data through which they can explore stakeholder perspectives in considerable depth. However, it also enables the data to be presented in a summarised, tabulated format that allows for easy comparison and use by those without research expertise or the inclination to read research papers.

The RFL again agreed to facilitate research into its activities. The RFL's willingness to open itself up to external scrutiny strongly suggests a mature sports organisation orientated towards the welfare of children with a crucial capacity and desire to reflect upon and improve its own operations in order to enhance its impact on children. Regardless of findings, this is an example of good practice in relation to the prevention of sexual harassment and abuse in sport at the level of organisational governance and leadership.

The evaluation of sport's strategic responses to child maltreatment and abuse is a vital but under-researched component of the safeguarding in sport agenda. It is important that lessons are learned and shared from the early experiences of policy implementation in the few

countries in which they are established at the whole-sport level. This project presents a strong example of a collaborative effort between the sports community and the research community to facilitate this process and to develop knowledge for the benefit of children in sport as well as the organisations and individuals that provide sport for them.

Evaluation: Limits and possibilities of the initiative

This approach to evaluating the engagement of sports organisations with the safeguarding and child protection in sport agenda is a rigorous but time-consuming method, and it is unlikely that sports organisations would possess the requisite expertise, so that they would need considerable input from qualified researchers. There are therefore resource implications, both human and financial, for any organisation wishing to implement a project of this nature.

This method is useful for tracking change over time as well as providing a snap-shot picture. However, current funding levels do not provide for a second round of interviews.

The key advantage, however, is that for organisations wishing to track and improve their performance on safeguarding over a period of time, the initial evaluation will provide essential baseline data from which to develop and assess future initiatives. Therefore, this approach enables an organisation to generate evidence of change over time, and it provides key data from which to reflect upon and develop future strategic responses and policy interventions.

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5. Conclusion

The underlying ethos of this report is that the substantial reduction of sexual and gender harassment and abuse in sports *and* through sport is a desirable, necessary and achievable objective. The European sports community, particularly at the level of governance, has a responsibility to work towards this objective through the development of its ethos, structures, policies, codes, practices and personnel.

This report acknowledges that some Member States have put in place preventive and control measures for the minimisation and elimination of sexual and gender harassment and abuse within sport, whilst others are yet to fully recognise this problem. However, this is a relatively new area of development for the European sports community as a whole. Consequently, existing networks on this issue are informal and limited in scope.

It is also acknowledged that Member States, and the sports organisations within them, will face particular and distinct challenges during the implementation of preventative measures. Therefore, this report emphasises the importance of acknowledging cultural differences when sharing practices among European countries. These variances can be associated with the different understandings of sexual and gender harassment and abuse in sports, equality and human rights, with diverse definitions and legislations, different types of political support at the national and local level, and varying financial resources available for the development of sport and the welfare of athletes.

These challenges highlight the need, not only for further research at the international/European, national and local levels, but also for the development of data collection strategies within culturally sensitive research frameworks. This is essential if research is to produce knowledge that can be effectively utilised and implemented by policy-makers and stakeholders in their efforts to prevent sexual and gender harassment and abuse in sport across Europe. Therefore, this report firmly advocates policy development based on sound, context-sensitive evidence, whilst acknowledging that such research is relatively sparse.

Significant European policy statements have been published in relation to the prevention of sexual and gender harassment and abuse within sport and outside the sporting environment (see examples listed in the bibliography and chapter 2). These provide an important platform from which the European sports community can move forward. Therefore this project acknowledges earlier initiatives aimed at the prevention of sexual and gender harassment and abuse in sport at European and international levels.

The information compiled in this publication aims, however, to give further impetus and stimulate the direction for policy action on all levels of the European sporting environment, in particular recommending the implementation of tangible, concrete actions which, if adopted, will provide a substantial impulse from which the European sports community can further progress towards “an open, secure and sound sporting environment”. For some countries, these actions would assist the realisation of aspirations articulated within earlier European and national policy statements on sexual and gender harassment and abuse in sports; for other countries, they would provide further impetus for the process of initiating and developing preventative measures.

List of abbreviations

CHI	Child Helpline International
CPD	Continuous Professional Development
CPSU	Child Protection in Sport Unit
CRB	Criminal Records Bureau
DOSB	German Olympic Sports Confederation
dsj	German Sports Youth
IOC	International Olympic Committee
NIF	Norwegian Olympic and Paralympic Committee and Confederation of Sports
NOC DIF	National Olympic Committee and Sports Confederation of Denmark
NOC*NSF	Netherlands Olympic Committee and Netherlands Sports Confederation
NSPCC	[English] National Society for the Prevention of Cruelty to Children
RFL	[English] Rugby Football League
RVTS	Regional Resource Centre on Violence, Traumatic Stress and Suicide Prevention
The FA	The English Football Association
UNICEF	The United Nations Children's Fund
WSI	WomenSport International

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Contact:

Deutsche Sportjugend
Otto-Fleck-Schneise 12
60528 Frankfurt am Main
Email: kemmler@dsj.de
Phone: +49 (0)30 200 757 930

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