

**TEAM SUPPORT PERSONNEL**  
**COACHES, DOCTORS, THERAPISTS**

**WHAT YOU NEED TO KNOW  
ABOUT  
SAFEGUARDING ATHLETES**

SAFEGUARDING THE PLAYERS FROM

# ● HARASSMENT & ABUSE

- Introduction : <https://youtu.be/75ZcNY3wsCY>
- Harassment and sexual abuse cases are increasingly common, which damage the careers of athletes and need to be restrained by officers (coaches).
- Most complaints occur in elite sport, especially in the relationship of people with different hierarchies, such as between coaches and athletes or between older and novice athletes and even between athletes and maids.
- Most sexual harassment occurs in female athletes.

# ● HARASSMENT & ABUSE

What are sexual harassment and sexual abuse?

Both sexual harassment and sexual abuse are expressions of the greater power of one person over another. In sport we believe that women and girls are more frequent victims of harassment and abuse than men and boys. Many females drop out of sport rather than continue being subjected to the undermining effects of constant harassment and abuse: others endure the sexual attention of their male coaches or peers because of fear, desire for athletic reward, low self-esteem or ignorance of who to turn to for help. Typically, abused athletes keep quiet because they fear that they will either be accused of consenting or of inventing the whole thing.

# ● HARASSMENT & ABUSE

## WHAT IS SEXUAL HARASSMENT?

Sexual harassment is unwanted, often persistent, sexual attention. It may include:

- written or verbal abuse or threats
- sexually oriented comments
- jokes, lewd comments or sexual innuendoes
- taunts about body, dress, marital status or sexuality
- shouting and/or bullying
- ridiculing or undermining of performance or self-respect
- sexual or homophobic graffiti
- practical jokes based on sex
- intimidating sexual remarks, invitations or familiarity
- domination of meetings, training sessions or equipment
- condescending or patronising behaviour
- physical contact, fondling, pinching or kissing
- sex-related vandalism
- offensive 'phone calls or photos
- bullying on the basis of sex

# ● HARASSMENT & ABUSE

## WHAT IS SEXUAL ABUSE?

Sexual abuse often occurs after careful grooming of the athlete until she believes that sexual involvement with her abuser is acceptable, unavoidable or a normal part of her training or everyday behaviour. It may include:

- exchange of rewards or privileges for sexual favours
- groping
- indecent exposure
- rape
- anal or vaginal penetration by penis, fingers or objects
- forced sexual activity
- sexual assault
- physical or sexual violence
- incest



# ● HARASSMENT & ABUSE

Who is at risk?

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Risk of sexual harassment or sexual abuse arises from a complex interplay of factors including:

- **weak organisational controls within sport clubs**
- **dominating and controlling behavior by coaches and vulnerability**
- **low self esteem and high ambition amongst athletes**

Particular dangers arise where such athletes become emotionally reliant on or obsessed with their coaches and where their coaches are not subject to independent monitoring.

# ● HARASSMENT & ABUSE

Sexual harassment in sport takes on unique dimensions because of the power relationships established with coaches and because of the necessary focus on athletes' bodies.

Recognition of sexual harassment in sport has come at the highest levels.

The International Olympic Committee issued a [Consensus Statement](#) in 2007 which reported that:

“Sexual harassment and abuse happen in all sports and at all levels.

Prevalence appears to be higher in elite sport.

# ● HARASSMENT & ABUSE

## CORE ELEMENTS OF LAWS ON SEXUAL HARASSMENT IN SPORTS

Laws on sexual harassment should be extended to apply to *sporting activities*, if not already covered through general non-discrimination laws or through employment, education, or goods and services legislation.

# ● HARASSMENT & ABUSE

## PREVENTION

Because of the *power dynamics between coaches and athletes*, as well as the high stakes for many student and professional athletes whose sporting activities are integrated with many other aspects of their lives, such as work and education, sporting organizations should take the following steps to prevent and address sexual harassment:

- Develop policies and procedures for the prevention of sexual harassment and abuse;
- Prepare and implement codes of ethics and conduct for coaches, whether they work with adults or children;
- Monitor the implementation of these policies and procedures;
- Evaluate the impact of these policies in identifying and reducing sexual harassment and abuse;
- Provide training on how sexual harassment and sexual relationships can negatively influence coach-athlete relationships;

# ● HARASSMENT & ABUSE

## PREVENTION

- Develop complaint procedures that ensure privacy;
- Protect legal rights of athletes and coaches, and protect against retaliation;
- Screen all applicants for coaching staff and volunteer positions;
- Foster strong partnerships with parents/care givers in the prevention of sexual harassment and abuse;
- Promote and support research on these issues;
- **Foster a climate of open discussion about the issues of sexual harassment and abuse** so that athletes with problems feel confident enough to speak out; and
- **Develop athlete autonomy** wherever possible including adopting coaching styles which give optimum autonomy and responsibility to athletes.

# ● HARASSMENT & ABUSE

For more details visit the  
IOC Guidelines website:

[https://hub.olympic.org/  
wp-  
content/uploads/2017/1  
1/IOC\\_Safeguarding\\_Tool  
kit\\_ENG\\_Screen\\_Full.pdf](https://hub.olympic.org/wp-content/uploads/2017/11/IOC_Safeguarding_Tool_kit_ENG_Screen_Full.pdf)



# ● HARASSMENT IN FIVB WCH - REGULATIONS

## 1. Objective

This Framework is intended to help safeguard Athletes and other Participants from harassment and abuse in sport during the FIVB WCH.

## 2. Scope of Application

2.1 This Framework applies:

- i. During the FIVB Competitions;
- ii. To all Participants to the FIVB Competitions;
- iii. To alleged incidents of harassment and abuse.

# ● HARASSMENT IN FIVB WCH - REGULATIONS

## 3. Preventive measures

Educational materials and other information regarding harassment and abuse in sport will be available to Athletes and other Participants including their respective entourages prior to, during and after the Event, in particular explaining what may constitute harassment and abuse, and where Athletes and other Participants and their respective entourages may seek further information, advice and support.

- 1) Presentation (coaches)
- 2) Information at the Preliminary Inquiry

# ● HARASSMENT & IN FIVB WCH - REGULATIONS

## 5. The FIVB safeguarding officer

5.1 The FIVB Medical Delegate shall act as FIVB Safeguarding Officer.

5.2 During the Event, the FIVB Medical Delegate shall be responsible for:

- i. Documenting all reports of harassment and abuse during the Event;
- ii. Determining whether a follow-up is warranted, and if so, following-up accordingly;

# ● HARASSMENT & IN FIVB WCH - REGULATIONS

## 5. The FIVB safeguarding officer

### iii. Recommending whether a case should be:

- a) Submitted to the FIVB Control Committee and/or the FIVB Disciplinary Panel;  
and
- b) Notified to local authorities, as appropriate and necessary pursuant to local law. For clarity, the local authorities are responsible for determining whether to conduct a criminal investigation in relation to an alleged incident; and
- iv. Providing support to any concerned persons.

# ● HARASSMENT & IN FIVB WCH - REGULATIONS

## 6. Reporting & Procedure for addressing incidents of harassment and abuse

6.1.1 Anyone may report an incident of harassment and abuse.

6.1.2 Alleged incident of harassment and abuse in relation with the Event may be reported to the following person:

- i. The FIVB Safeguarding Officer (Medical Delegate);
- ii The Medical Director;
- lii The FIVB staff working at the Event.

6.1.3 All reports through any reporting channel will be referred to the FIVB Safeguarding Officer (FIVB Medical Delegate).

# ● HARASSMENT & IN FIVB WCH - REGULATIONS

## 6. Reporting & Procedure for addressing incidents of harassment and abuse

6.1.4 Reports of harassment and abuse may be made in writing or verbally. The FIVB Safeguarding Officer shall ensure that such reports are documented. This documentation should include the name, title, address, contact information and signature of the reporting person. The documentation should also include information pertaining to the reasons and basis for the report, including any evidence which might suggest that harassment and abuse has occurred. Based on the particular facts as detailed in the reports, the FIVB Safeguarding Officer will determine how to proceed with each case. In any event, the FIVB Medical Department will be informed of the existence of an alleged case of harassment and abuse.

# ● HARASSMENT & IN FIVB WCH - REGULATIONS

## 6. Reporting & Procedure for addressing incidents of harassment and abuse

6.1.5 If an alleged incident of harassment or abuse has occurred between persons belonging to the same National Federation (“NF”) the incident shall be resolved by such NF, provided that it has an appropriate procedure for safeguarding Athletes/Participants.

# ● HARASSMENT & IN FIVB WCH - REGULATIONS

## 6. Reporting & Procedure for addressing incidents of harassment and abuse

6.1.6 In all other cases, including in the event that: (i) an alleged incident of harassment or abuse has occurred between persons belonging to other organisations or to different organisations, (ii) a NF, which has an appropriate procedure for safeguarding Athletes/Participants, does not, in the opinion of the FIVB, safeguard such Athlete/Participant (e.g. by taking any disciplinary action) or (iii) does not have an appropriate procedure for safeguarding Athletes/Participants, the FIVB shall take action within its own competence to safeguard the concerned Athlete/Participant, including taking any disciplinary action, if necessary

# ● HARASSMENT & IN FIVB WCH - REGULATIONS

## 7. Reporting & Procedure for addressing incidents of harassment and abuse

Any alleged incident of harassment and abuse during the Event which may constitute a breach of Article 20.4 FIVB Disciplinary Regulations, may give rise to the FIVB initiating disciplinary proceedings.

## 8. Confidentiality

8.1 All matters pertaining to an alleged incident of harassment and abuse, in particular reports of harassment and abuse, personal information of the concerned persons, other information gathered during investigations and results of investigations (“Confidential Information”) shall be regarded as confidential.

# ● HARASSMENT & IN FIVB WCH - REGULATIONS

## 8. Confidentiality

8.2 The FIVB may disclose Confidential Information to appropriate persons or authorities if: (i) a failure to disclose such information may cause harm to someone, or (ii) such information relates to a potential criminal act that comes to the attention of the FIVB.

8.3 Notwithstanding Section 8.2 above, decisions pursuant to Section 7 shall, in principle, include Confidential Information and shall be publicly disclosed by the FIVB. When disclosing such decisions, the FIVB shall: (i) not include any personal information of the victim without obtaining the victim's consent, and (ii) anonymise personal information of other concerned persons in certain cases, taking into consideration the privacy interests of such concerned persons.