



ONLINE DISCUSSION ON GOOD PRACTICE INITIATIVES IN THE FIELD OF PREVENTION OF GENDER-BASED VIOLENCE IN SPORT

Background note

31/05/2016

TABLE OF CONTENTS

1. Introduction.....	1
2. Definition of gender-based violence in sport	1
3. Online discussion on good practices in the prevention of gender-based violence in sport	2
4. Promising practices in the prevention of gender-based violence in sport	3
5. Abstract of selected promising practices	4

1. INTRODUCTION

In 2014, the Council of the European Union invited the European Commission to launch a study to assess the nature and extent of gender-based violence in sport (Council Conclusions on gender equality in sport). The ‘study on gender-based violence in sport’ responds to this invitation and aims at increasing the knowledge on gender-based violence in sports across the EU in order to improve the European policy in this area. More specifically, the present study aims at:

1. Describing the current situation regarding gender-based violence in sport at elite and amateur level by mapping and collecting data in sport associations/federations in all EU Member States
2. Providing an overview of existing and recommended measures and legal framework on this area
3. Identifying best practices in combatting gender-based violence in sporting environments
4. Providing recommendations for policy-makers and relevant (sport) stakeholders in the area of gender-based violence in sport

This study is the first attempt to better define and measure the scope of gender-based violence in professional and grassroots sports across the 28 EU Member States.

2. DEFINITION OF GENDER-BASED VIOLENCE IN SPORT

In order to establish a common understanding and to delimit the scope of the present exercise, it is important to first define **gender-based violence**. The European Commission’s Proposal for Strategic Actions on Gender Equality in Sport defines gender-based violence as *“violence directed against a person because of that person’s gender (including gender identity/expression) or as violence that affects persons of a particular gender disproportionately”*. In this document, *“sexual violence (including rape, sexual assault, abuse and harassment)”* is considered as a form of gender-based violence. This strategic document also offers a definition for:

- Gender-based harassment (*“unwelcome conduct related to a person’s gender and has the effect or purpose of offending another person’s dignity”*)
- Sexual abuse (*“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 (*“behaviour of a sexualized nature which is unwanted, exploitative, degrading, coerced, forced and/or violent”*).

The tender specifications for this study prescribe that the **forms** of gender-based violence in sport to be researched include verbal, non-verbal and physical violence/abuse, as well as sexual harassment or violence/abuse. It is to be noted that these forms are not mutually exclusive, but overlapping categories.

The focus of the study has been on the coach-athlete relationship, the entourage of the sport-athlete relationship (e.g. managers, officials, doctors, physiotherapists) and the peer athlete-athlete relationship.

This study considers both female and male victims, and female and male perpetrators. It also devotes special attention to children and youth, as young athletes (girls and boys) have particular rights and needs and may well be victims of gender-based violence. The study explicitly includes homophobic violence.



As regards the sport disciplines that have been considered, all 99 sports that are on the list provided at the European Commission's webpage dedicated to sports¹ were taken into account. The study covers both elite/professional and grassroots sports².

Excluded from the scope of this research are:

- Physical education, informal leisure/physical activity, school sports or fitness clubs as settings where gender-based violence may occur.
- Gender-based violence against fans and entourage members.
- Gender-based violence around sport events (e.g. among street children or host city residents).
- Sex/gender and sexual orientation discrimination (e.g. a club does not offer a sport facility for both sexes or denies facilities because of someone's sexual orientation, withholding a coach or decision-making position because of someone's sex, the attribution of lower scholarships because of someone's sex or sexual orientation).

The focus of the exercise has been on existing research (including academic and grey publications³ measuring or attempting to measure the magnitude of any form of gender-based violence in sport), policies, legislation, and best practices on preventive measures of gender-based violence in sport.

3. ONLINE DISCUSSION ON GOOD PRACTICES IN THE PREVENTION OF GENDER-BASED VIOLENCE IN SPORT

An online discussion will be organised on 9 June, from 11.00 am to 4.00 pm CEST, on EuroGender: <http://eurogender.eige.europa.eu/events/9-jun-online-discussion-good-practice-initiatives-field-prevention-gender-based-violence>. This discussion aims at:

- Defining qualitative criteria for selecting good practices in the prevention of gender-based violence in sport,
- Identifying challenges and define objectives to be set with regard to the prevention of gender-based violence in sport,
- Discussing possible future policy recommendations in this area.

¹ http://ec.europa.eu/sport/resources/networks_partners/sport_federations_en.htm

² "Grassroots sport covers all sport disciplines practised by non-professionals and organised on a national level through national sport. The definition thus excludes individuals who spend the bulk of their time practising sport, or who take the bulk of their revenue from the practice of sport" (European Commission (2007). Study on grassroots sport funding. http://ec.europa.eu/internal_market/top_layer/services/sport/study_en.htm)

³ These include academic papers, and surveys or reports authored by sport federations, associations or policy actors.



3.1. Agenda

The online discussion will be organised as follows:

11.00 – 11.10: Welcome and introduction

11.10 – 13.00: Discussion on qualitative criteria for selecting good practices in the prevention of gender-based violence in sport

13.00 – 14.30: Identification of success factors and challenges, and definition of objectives with regard to the prevention of gender-based violence in sport

14.30 – 16.00: Discussion on possible future policy recommendations in the area of gender-based violence in sport

3.2. Food for thought

Some questions are listed below in order to trigger interesting and fruitful discussions:

- Which are in your opinion ‘key success factors’ for implementing prevention initiatives in the field of gender-based violence in sport?
- Which are the main challenges and obstacles when implementing prevention initiatives in the field of gender-based violence in sport? How can these be overcome?
- Which are, in your opinion, convincing arguments that can be put forward for engaging different stakeholders in prevention work?
- If, as output of our project, policy⁴ recommendations are formulated for the EU level, for the national level and for sports associations: which recommendations should be put forward for each level respectively? And should there be recommendations addressed also at other levels?



4. PROMISING PRACTICES IN THE PREVENTION OF GENDER-BASED VIOLENCE IN SPORT

3

Prevention measures addressing gender-based violence in sport include initiatives that promote changes in the social and cultural patterns of behaviour of women and men of all ages. Promising examples of such measures were identified at international, European and EU Member State level. The criteria to identify and select promising practices are laid out below.

Effectiveness: there is evidence that the practice has yielded positive effects. Ideally, the practice is being monitored or was evaluated. However, other evidences of effectiveness can be considered. These can be pointed out by the person responsible for the practice.

Transferability: the practice can be replicated elsewhere (i.e. the whole practice or some of its elements are transferable).

Learning value/potential: the practice contains elements that have learning value, or can be of inspiration for others.

⁴ ‘Policies’ are to be understood as guiding actions that aim at achieving certain outcomes. Policies are issued by governance bodies at EU, national and sport organisation level.

Resilience: the practice can respond to resistance, and it can survive in challenging times and/or when funding ends.

Visibility of actions: the practice is designed in a way that speaks to different target groups and audiences; it is tailored taking into account its target group(s).

The person(s) responsible for the identified promising practices were interviewed in order to gather all relevant information to describe them. A standard template to describe the promising practices was used.

In total, 36 promising practices were identified in the EU Member States, while five were identified at international and European level. Considering the lack of policy, legal or grassroots initiatives, no promising practice could be identified in six EU Member States. An overview table with the number of promising practices identified in each country is provided below.

TABLE 1. NUMBER OF PROMISING PRACTICES IDENTIFIED PER EU MEMBER STATE

Country	N°	Country	N°	Country	N°	Country	N°
AT	4	EE	0	IE	1	PL	1
BE	2	ES	2	IT	2	PT	0
BG	0	FI	1	LT	0	RO	0
CY	2	FR	2	LU	1	SE	2
CZ	1	GR	1	LV	1	SI	2
DE	2	HR	1	MT	1	SK	0
DK	2	HU	1	NL	2	UK	2



An online discussion will be organised on 9 June 2016 in order to identify additional qualitative criteria for assessing the identified promising practices. This assessment will allow the research team to narrow down the number of identified practices. The next step will be to bring together a limited number of experts in this area to discuss and agree on a final set of criteria to be used to assess the identified practices and to select a range of 'best practices' from among the pre-selected promising ones. The aim would be to end the process with the identification of (maximum) 15 best practices (including international, European and national practices) to inspire and provide guidance to different stakeholders.

5. ABSTRACT OF SELECTED PROMISING PRACTICES

An abstract of the identified promising practices in the field of prevention of gender-based violence in sport can be found hereafter.

5.1. International and European level

PLAY BY THE RULES

Office for Recreation and Sport in South Australia

The South Australian Department for Sport and Recreation developed Play by the Rules in 2001. Since 2001, more agencies, including governmental level such as the Australian Sport Commission, and other sporting clubs, organisations and federations, have become aware of the scope of the problem and decided to join

the initiative. Targeting all of those involved within the community of sport and recreation, the major goal of Play by the Rules is to create more inclusive and safe sports. Among other topics, Play by the Rules spreads knowledge on how to prevent and address sexual harassment. Additionally, a variety of free online resources are offered throughout Play by the Rules' website in order to address child abuse (particularly sexual abuse and misconduct). Among these resources, Play by the Rules provides template policies, factsheets with information and recommendations, toolkits and online training courses, as well as a set of interactive scenarios. These resources can be used by a wide range of actors, including sport and recreation organisations, equal opportunity agencies, child safety agencies, academic institutions, councils, the media and grassroots sporting administrators, officials, coaches, players, parents and spectators. Finally, the Play by the Rule online portal updates the general population about the latest news and events concerning sexual harassment, homophobia and child protection, and gives information on the corresponding legal frameworks.

MEMBER PROTECTION POLICY

Australian Sport Commission

The Member Protection Policy was developed by the Australian Sport Commission in 2001 to assist national sporting organisation (NSOs) and sport clubs in addressing issues of harassment, discrimination and child protection. This assistance consists of giving guidance and information to sport clubs and NSOs on how to write their own sport-specific Member Protection Policy. This way, the Member Protection Policy aims at ensuring that sport clubs and NSOs and every individual engaged in the area of sports (athletes, administrators, coaches, and officers) commit to the development of a culture of dignity and respect in the field of sport. In regards to the prevention of gender-based violence in sport, the Member Protection Policy addresses sexual harassment and sexual abuse of children and any inappropriate behaviour which may lead to these abuses. The policy guarantees that sport clubs and NSOs officially commit to the elimination of the latter. Finally, the Australian Sports Commission updates the Member Protection Policy template every two years following any changes to the Australian legislation and any emerging issues related to the field of sport. The Member Protection Policy also encourages sport clubs and NSOs to adapt their member protection policies depending on their specific needs.



CHILDELP SPEAK UP BE SAFE FOR ATHLETES

Childhelp and the Foundation for Global Sports Development

In response to latter cases of abuse to youth athletes, Childhelp partnered with the Foundation for Global Sports Development in 2012. They unveiled the initial campaign called "Blow the Whistle on Child Abuse" at the Childhelp National Day of Hope in Washington, DC. In 2015, Childhelp strengthened the campaign's awareness and aligned it with the established Childhelp Speak Up Be Safe prevention and education curriculum, as they proceeded, "Blow the Whistle on Child Abuse" evolved to its current title, Childhelp Speak Up Be Safe For Athletes with the aim at addressing, among others, sexual abuse of children in the field of sport. In 2015, Childhelp received a three-year grant from Foundation of Global Sports Development along with the Melani and Rob Walton Fund and Walton Family Foundation to improve and make further developments. Childhelp Speak Up Be Safe For Athletes gives coaches and athletic leaders - free information and materials needed to educate and promote child abuse prevention for young athletes. The programme has two major focuses, adults and children. Adults (parents, educators, coaches) get a presentation focused on the 'R.E.F strategy' (Report, Educate and Fight) and learn about how to report and identify any sign of neglect, physical or sexual abuse in youth athletes. The 'Childhelp Kids Presentation' teaches children throughout five 'Rules of the Game' about their rights to be safe and about how to address abusive situations, including sexual abuse, in the field of sports.

SPORT RESPECTS YOUR RIGHTS

Sportunion Austria

Sport Respects Your Rights (SRYR) was a transnational project funded by the European Commission's DAPHNE III Programme 2011/2012. The project ran from March 2013 to March 2015 and aimed at preventing sexualised violence and harassment in the youth sport field and to develop a culture of respect in sport with a longer lasting effect. Sportunion Austria was the lead partner of the project, and together with the German Sport University of Cologne (in charge of training, coaching, monitoring and evaluating) and ENGSO Youth (coordinator partner), constituted the Steering Group. Eight organisations from six different European countries - Austria, Germany, Italy, United Kingdom, Poland and the Netherlands- took part in the project. Partner organisations recruited 22 local organisations in their countries. Each of these local organisations named two responsible actors to become part of the consortium, summing up to 44 local actors.

The project comprised a varied range of activities, including two trainings, coaching and mentoring processes, youth workshops, youth led campaigns and round table meetings. A total of 52 actors participated in the trainings in order to serve as multipliers for the SRYR project. During these trainings, participants developed skills and increased their expertise to combat sexualised violence and harassment in sports. These 52 participants were in charge of further empowering young Europeans by organising workshops in their home countries. In total, 34 workshops were organised in Austria, Germany, Italy, United Kingdom, Poland and the Netherlands for a total of 514 young people aged between 16 and 22. Partners reported that young Europeans engaged enthusiastically during workshops, showing that there is a great potential for advocacy and activism in the youth sector. Nevertheless, some challenges were encountered, above all at the local level and most of them related to the taboo behind the topic of gender-based violence in sports.

SEXUAL HARASSMENT AND ABUSE IN SPORT AT INTERNATIONAL LEVEL

International Olympic Committee

In its mission to protect the health of athletes at the international level, the Medical Commission (MC) of the International Olympic Committee (IOC) organised the "Sexual Harassment and Abuse in Sport" conference in 2006. This conference resulted in the development of a set of guidelines for prevention and early intervention in cases of sexual harassment and abuse in sport. To further address and raise awareness about the latter, the Executive Board of the IOC adopted a Consensus on "Sexual Harassment and Abuse in Sport" in 2007. Based on the available research, the IOC acknowledged sexual harassment and abuse happen in all kind of sports and at all levels but especially at the elite level. In this line, the IOC released in 2012 an educational website on sexual harassment, sexual abuse and gender harassment of athletes. The Sexual Harassment and Abuse (SHA) in sport website, available in six languages - English, German, French, Spanish, Russian and Chinese- to increase its dissemination potential, has two main targets, sport organisations and associations and athletes and coaches. The website counts with a theoretical part where concepts such as sexual harassment and abuse, gender harassment, homophobia and hazing are presented. Furthermore, the IOC SHA website includes a more practical section with nine interactive videos where actors play different roles. Describing different scenarios, these videos provide the public with guidelines to recognise the risk factors surrounding sexual abuse and harassment in sport and provide a set of preventive measures. The IOC SHA educational website was launched and disseminated in January 2012 during the Youth Olympic Games in Innsbruck. Although no evaluation process is published and further efforts need to be done, an informal survey acknowledged the connection between the IOC SHA website and the raise of awareness of sexual abuse and sexual harassment in sport at the international level.



5.2. Austria

NATIONAL ACTION PLAN ON GENDER EQUALITY IN SPORT IN AUSTRIA: “FIGHT AGAINST GENDER BASED VIOLENCE IN AND THROUGH SPORT”

Federal Ministry of Defence and Sports and 100% Sport – Kompetenzzentrum für Chancengleichheit im Österreichischen Sport

Although there were already promising national and European projects running in the field of gender-based violence (Call4Girls/Boys; Sport Respects Your rights, etc.), no national action plan existed on the topic. Based on the European proposal for strategic actions 2014 – 2020 on “Gender Equality in Sport”, in February 2015 the Austrian Federal Minister of Defence and Sports initiated the development of national strategic actions on “Gender Equality in Sport” in four prioritised areas. “Fight against gender based violence in and through sport” was one of these areas which needed attention in the national strategies for action. The working group for this topic consisted of representatives and experts of different sports organisations, victim support organisations and scientists. Based on the recommendations of the European proposal, the working group developed a draft version for a National Action Plan on this specific issue, discussed it with members of the Austrian Strategy Group on Gender Equality in Sport, which adopted this plan in September 2015.

The main objective in this National Action Plan was to develop a national strategy, including a policy and legal framework and action plan, grounded in evidence based data and focusing on prevention, supporting services for victims and procedures, education and training for coaches, athletes, volunteers and professionals as well as monitoring the process and developing (transnational) screening systems for all applicants for coaching staff and volunteer positions to avoid cross border activities of perpetrators. First steps of implementation of the national strategy officially were seen in the declaration of a position statement by the Federal Minister of Defence and Sports and all presidents of Austrian sports federations and umbrella organisations in November 2015, the participation in two European projects dealing with the topic and the proposal of projects, which try to implement measures in a coordinated and strategic way.



CALL4GIRLS & CALL4BOYS

ASKÖ Wien

The project “Call4girls” and “Call4Boys” was a pilot project in Austria on the issue of gender-based violence in sport. Starting in 2006, the main aim of this project was to sensitise responsible persons in Austrian sports organisations to be aware of the topic and to take actions. In a first phase educational material for implementing procedures and strategies within the organisations were elaborated and produced (flyer, sticker, brochure, training programmes, etc.). Sports organisations were invited to take part in workshops and to use the offer of consultation. In addition, a service helpline for sexual harassment in sport was set up and the information about the hotline and contact addresses was widely spread through distributing flyers, stickers, folders and a video- message in different organisations. These actions were accompanied by a media campaign. In addition, strong partnerships between sports and victim support organisations (Kinder- und Jugendanwaltschaft Wien, Selbstlaut, Männerberatung, etc.) were built up through implementing a working group to discuss cases and measures for prevention within sport.

AUSTRIAN ACTIVITIES WITHIN THE EU-PROJECT: “SPORT RESPECTS YOUR RIGHTS”: YOUTH WORKSHOPS & ROUNDTABLES FOR COACHES AND STAKEHOLDERS

SPORTUNION Austria, Austrian Athletics Federation

Two Austrian sports organisations, the SPORTUNION Austria and the Austrian Athletics Federation participated in the transnational European DAPHNE III project “Sport respects your rights”. The aim of this European project was to empower young Europeans in sport for a culture of respect and integrity and against sexualised violence and gender harassment. Sport respects your rights supported Europeans aged 16 to 22

to develop self-confident behaviour against sexualised violence and harassment in sports. Young sportswomen and sportsmen were given the platform to develop their own youth-led campaigns through which they raised awareness amongst peers, in their sport environment and beyond. This participatory process allowed the young people to become powerful multipliers and active agents of social change in their settings. Parallel to the educational youth work, each project partner developed a multi-sector network in order to create long-lasting synergies to fight violence and harassment in sport.

The Austrian Athletics Federation with more than 30.000 individual members, organized a one-week-workshop with young athletes, disseminated the campaign at two sports events and tried to coach the coaches through roundtables.

SPORTUNION Austria with about 865.000 members in more than 4000 sports clubs realised this project together with three daughter-organisations: the UBSC Graz, a Styrian basketball club, which collaborated with a victim support organisation, the SPORTUNION Tulln, which collaborated with two local youth institutions and SPORTUNION Taekwondo Oberndorf. Seven youth workshops and one multiplier workshop were offered to sensitise the youth and sports organisations for the topic and to elaborate activities and material for 10 different disseminating events.

CODE OF ETHICS “EHRENKODEX”

Österreichischer Karatebund (Austrian Karate Federation)

In 2015 the Austrian Karate Federation implemented a Code of Ethics (the so-called: “Ehrenkodex”), which is based on international standards and which is obligatory to sign for all members and coaches within the sport federation. The board members of the sport federation decided to implement this practice in order to change the club culture, to develop a more democratic and gender-sensitive club culture and to prevent gender-based violence. The implemented Code of Ethics contains agreements on issues of fair-play, respect of the personal integrity and the protection of children’s rights. Accompanied by the amendment of the statutes and articles of the association in 2016, the implementation of this practice led to a broader discourse on gender issues in general and on measures on a structural way to prevent gender based violence and to react correctly if cases of gender-based violence occur. This Code of Ethics also focuses on the responsibility of all members of the federation also to get active if they are aware that anybody else in the organisation does not act in the agreed way.



5.3. Belgium

SPORT WITH BOUNDARIES: FLAG SYSTEM AND POLICY INITIATIVES

International Center Ethics in Sport

Since 2012, Flemish sport authorities have started to implement a comprehensive and cohesive policy to prevent sexual violence against minors in sport. A policy framework, consisting of preventive, protective and curative measures, was developed and adapted to the specific contexts of sport. The toolkit of 11 instruments, including a manual on how to start implementing preventive, repressive and curative measures, is made available (online and for free) to all Flemish sport organisations. A headliner of the toolkit is the ‘flag system’, an educational tool used to assess sexual boundary transgressive behaviour towards or between child and youth athletes. The tool offers concrete guidelines and assessment criteria, which are useful when assessing and reacting to cases of sexual harassment and abuse in sport settings. Using cartoons, depicting ‘real life’ cases of accepted and unaccepted behaviours, the tool is visually attractive. The tool also underlines the importance of children’s sexual development and leaves room for ‘normal’, accepted sexual behaviour of children and youth in sport organisations. First users’ feedback shows that the tool is an appropriate ‘icebreaker’ to break down the taboo of talking about sexual harassment and abuse of athletes.

BELGIAN FOOTBALL VERSUS HOMOPHOBIA 1 – 0

The Football+ Foundation, Voetbalfederatie Vlaanderen (Flemish Football Federation), l'Association des Clubs Francophones de Football (French Football Federation), Pro League, National Football League and Belgian Supporters Federation

The Captains of Change project of the Royal Belgian Football Association are determined to create a welcoming and inclusive football environment for LGBT-people. The Football+ Foundation, the corporate social responsibility organisation of Belgian football, was responsible for the implementation of this project and worked together with the various football federations and the Flemish and federal government. To help professional and grassroots football clubs to develop concrete actions which bring being LGBT up for discussion, practical tools were designed. The practice owners developed a toolkit and workshop, and organised two national rainbow laces campaigns with first and second division clubs to create awareness about LGBT in professional and grassroots football. Furthermore, a chapter about LGBT in football was added in the educational programs for trainers, referees, stewards and security officers. A call to action towards grassroots football clubs was spread to undertake action and follow the example of the professional football clubs. By undertaking these concrete actions an important basis is constituted for an inclusive and diverse Belgian football culture.

5.4. Croatia

COMMISSION OF GENDER EQUALITY IN SPORT

Croatian Olympic Committee

The Commission works on the basis of the rules of procedure, which are consistent with the statute of the Croatian Olympic Committee (COC) and is the only body in Croatia directly dealing with the issue of gender-based violence in sports. The work of the Commissions is focused on raising awareness about the role of women in sports, stimulating systematic research about women in sports, especially from a healthcare, sociological, pedagogical, educational, economic and societal point of view, encouraging inclusion of women in decision-making processes in sports, stimulating media coverage for the issue, combating gender-based violence in sports, as well as numerous other issues of importance for women in sports. When it comes to GBV the work of the Commissions is focused on two priorities: 1) the COC itself with the aim of making changes and adopting policies necessary for combating GBV in sport; and 2) towards male and female athletes of different sports by organizing conferences, training events and other activities about gender-based violence in sport. Also the Commission is a body to whom the athletes can turn to complain and seek assistance in cases of violence. With the aim of promoting prevention activities and raising awareness about gender-based violence in sport the COC, Ministry of Science, Education and Sport (MSES) and the Commission founded a Network of Coordinators in Counties and National Sports Federations in 2007.



5.5. Cyprus

NATIONAL STRATEGY AND ACTION PLAN FOR THE FIGHT AGAINST CHILD SEXUAL ABUSE AND SEXUAL EXPLOITATION AND CHILD PORNOGRAPHY

The Republic of Cyprus

The establishment of the 2014 National Legislation on the Prevention and Combating of Sexual Abuse, Sexual Exploitation of Children and Child Pornography has led to the creation of a National Strategy for the protection of children from sexual abuse and sexual exploitation. The Strategy forms the first national-level policy attempt, of the Cypriot Council of Ministers, to create a holistic and child-centered approach for the

protection, prevention and development of support actions against sexual abuse and sexual exploitation of children across all levels of the society. The Strategy includes roles and responsibilities allocated to governmental institutions describing relevant procedures to be adopted and implemented in a more organised manner. For the formulation of the National Strategy, the Council established an Ad hoc Committee, in 13 July 2015, comprised of the Ministers of Education and Culture, Justice and Public Order, Health and Labour, Welfare and Social Insurance and a Special Advisor, member of the Steering Committee of the Council of Europe to Combat Sexual Abuse and Sexual Exploitation of Children and Child Pornography, responsible for preparing and promoting the National Strategy for the protection of children from sexual exploitation, sexual abuse and child pornography. The National Strategy has recently (16 March 2016) been approved by the Council of Ministers in Cyprus and it is expected to begin to be implemented immediately. Within the Strategy the participation of children in sport forms a key area of consideration and therefore the role of the Cyprus Sport Organisation (CSO), the main body responsible for the regulation of sport outside school, organized sport, is being described and articulated thoroughly.

“WOMEN IN SOCIETY AND SPORT” CONFERENCE

Cypriot National Olympic Academy, International Organisation for promoting Women in Europe, Women & Sport Committee - Cyprus Sport Organisation

In March 2013, sexual abuse and sexual harassment in sport was presented for one of the first times to the Cypriot public, offering initial knowledge and raising awareness on the topic. Within a one-day conference entitled “Women in Society and Sport”, two presentations were delivered. The first provided research results and knowledge on the area, and the second reflections, shared by a member of the Women & Sport Committee, from her attendance at the European Conference entitled “Safer, better, stronger! Prevention of Sexual Harassment and Abuse in Sports”, held in Berlin in November 2012. The two presentations, sharing the common heading “The other side of sport”, were important initiatives in raising awareness on sexual abuse and harassment in sport. The two presentations, along with the attendance of a member of the Women & Sport Committee of the Cyprus Sport Organisation (CSO) at a European Conference, have yielded positive effects for Cypriot sport, such as the signing of recommendations to the European Commission by the Women & Sport Committee of the CSO, the preparation of a relevant Code on sexual harassment and abuse in sport by the Women & Sport Committee of the CSO, the promotion of the approval of the Code by the National Parliamentary for Human Rights Committee, and the proposal for actions including the adoption and implementation of relevant measures, such as the preparation of educational workshops and development of relevant campaigns.



5.6. Czech Republic

GUIDE FOR THE PREVENTION OF SEXUAL HARASSMENT IN SPORT IN THE CZECH REPUBLIC

Czech Olympic Committee

In 2006, following a first, ground-breaking study on gender-based violence in sport in the Czech Republic (2002-2005), this guide was translated and adapted from a Finnish document by the Czech Olympic Committee. Widely disseminated to sport federations, clubs and schools, it provided all categories of sport agents with a broad definition of (sexual) harassment, including certain forms of gender-based violence, illustrated through real-life situations. Awareness-rising actions and talks have been organized by the Czech Olympic Committee throughout the country to support its dissemination.

5.7. Denmark

CHILDREN'S CERTIFICATE

National commercial, non-profit organisations and public institutions. With relevance for sport, DGI, National Olympic Committee and sports confederation of Denmark, National federation for Company sport, The Danish Youth Council.

The children's certificate is a mandatory criminal record check for all new staff members entering childcare, teaching or other duties of care and responsibility. The children's certificate applies to all. The general aim is to deter sexual perpetrators from seeking employment within institutional or organisational settings, whether paid or unpaid, where direct and prolonged contact with children less than 15 is obtainable. The certificate is a legal requirement that was implemented by the Ministry of Justice in 2005.

A GOOD SPORT ENVIRONMENT FOR YOUTH

The National Olympic committee and sport confederation of Denmark

A good sport environment for youth is club certification program, which has a positive approach to quality in youth sport participation. In order to participate in the education module each sport club must sign up a youth coach, two board members and a youth athlete.

5.8. Finland

ALLOWED TO CARE, ALLOWED TO INTERVENE. SEXUAL HARASSMENT IN SPORT. A GUIDEBOOK FOR ADULTS

Finnish Sports Federation

Allowed to care, allowed to intervene –guide issued by the Finnish Sports Federation (SLU/Valo) in 2002 is the first and the most well-known effort of the Finnish sports community to address gender-based and sexual harassment. The guide was drafted by a working group that involved representatives of the sports community and experts on sexual violence, gender equality and child protection. The easy-to-read guide is targeted at adults and it aims at increasing knowledge of sexual harassment in sport and provides guidance on preventing harassment and interfering in it. The guidebook stresses the responsibility of adults in creating an open atmosphere where difficult issues can be discussed and in interfering in all forms of harassment. The guidebook describes the relationship between coaches and children and young people as a power relationship. Over the years the guidebook has been complemented with annexes in order to address emerging issues and the needs of the sports community. One annex discusses dating between coaches and young athletes and another one provides guidance for sports clubs on how to proceed when harassment is suspected. The guidebook was well received in the sports community and it is relatively well known also at the grass-roots level. The guidebook is still in use and it is currently being updated in order to sharpen the message and integrate all information in one single guide. The new version will expand the scope of the original guide by addressing harassment between adults and between children.

5.9. France

NATIONAL COMMUNICATION AND AWARENESS-RAISING CAMPAIGN REGARDING SEXUAL VIOLENCES IN SPORT

Ministry of Health, Youth and Sport and French Olympic and Sport Committee

In 2008, a nation-wide awareness-raising campaign was jointly launched in France by the Ministry of Health, Youth and Sport, and the National Olympic and Sport Committee, to tackle gender-based violence in sport.



It was adopted as part from a comprehensive strategy, summarized in a national action plan. The campaign adopted different formats (posters, leaflets, and briefs) and was disseminated throughout the territory at all levels of sport practice, from clubs to sport institutes and federations. It was supported by a nation-wide hotline to report about cases of gender-based violence, which was operationalized from 2008 to 2012. It was the first campaign ever carried out to draw attention and act upon this issue. Its launch intervened in a context where the latter had already received a great deal of public and media attention. While public institutions were effectively mobilized, the reach and sustainability of the campaign were nonetheless limited by the lack of long-term commitment from Sport federations, and the absence of long-term monitoring and financial resources.

LEGAL GUIDE FOR THE PREVENTION AND ELIMINATION OF UNETHICAL BEHAVIOURS, VIOLENCE AND DISCRIMINATION IN SPORT

Ministry of Urban Areas, Youth and Sport

This legal guide for the prevention and elimination of violence and discriminations in sport, was first published in 2013 (reedited and updated in 2015). Designed to the attention of all categories of sport agents with a training validated by State authorities, but also for sport organization managers, it extensively addresses sexual violence (including homophobic acts), providing legal definitions to different categories of penal offenses, recommendations regarding prevention and assistance to victims. This 245 pages long document comprises of 10 detailed action sheets, starting with basic definitions of discrimination, unethical behaviours and violence covered by the Law, complemented by more detailed guidelines regarding the specific context of sport, the responsibilities of athletes, coaches, managers and other sport agents and the assistance to be provided to victims. Gender-based violence and homophobia are addressed specifically in 2 action sheets and 2 legal focuses.



5.10. Germany

ALLIANCE FOR PROTECTION AGAINST SEXUALISED VIOLENCE IN SPORT

Regional Sports Federation of North-Rhine-Westphalia

The “alliance for protection against sexualised violence in sport” is embedded into the longstanding campaign “Silence protects the transgressors” (Schweigen schuetzt die Falschen), which was initiated by the Regional Sports Federation of North-Rhine Westphalia (Landessportbund Nordrhein-Westfalen [LSB NRW]) in 1998. The overall campaign includes a comprehensive package of measures that has been continuously enhanced during the last years. In 2013, the LSB NRW invited two local sport federations in the cities of Cologne and Dortmund to establish a common network for the protection against sexualised violence in sport. The main idea of this alliance is, to develop and establish a set of quality standards for sport clubs which they have to implement in order to become a formal member of the alliance. The three sport organisations (LSB NRW plus the two local sport federations in Cologne and Dortmund) and further partners in the field of child protection developed a set of 10 standards that sport clubs do have to meet if they want to join the alliance. In a two years pilot phase, which was scientifically evaluated by the German Sport University, 38 clubs in the regions “Rhineland” and “Westphalia” applied to become a member of the alliance. With the support of the local sport federations in Cologne and Dortmund, these clubs set off to implement the 10 standards. The two-year pilot phase finished in the end of 2015 with the result, that 31 of the originally 38 clubs completed the whole set of quality-standards or were close to complete them.

STRONG NETWORKS AGAINST VIOLENCE: NO VIOLENCE AGAINST GIRLS AND WOMEN!

German Olympic Sports Confederation

The campaign was initiated by the German Olympic Sport Confederation (Deutscher Olympischer Sportbund [DOSB]) in 2008 and serves as a platform for prevention violence against girls and women. Annually, ever since the launch of the campaign, the DOSB in cooperation with several martial arts sport federations, women's organisations (e.g. UN Women) and victim support organisations (e.g. Weisser Ring) offers introductory courses and self-defence classes for girls and women. The clubs and organisations involved offer over 200 local events for women and girls every year to participate in and to raise awareness.

The campaign adopts the principle of zero tolerance towards violence against girls and women and aims at strengthening their self-confidence and self-assurance through sports by offering self-defence and assertiveness trainings. Through that the campaign provides tools for improving women's and girls' physical fitness, self-defence competencies and overall wellbeing. Local counselling and advisory services for girls and women as well as victim support organisations are incorporated in the campaign and thus, strong local networks against violence including sport organisations are initiated.

With the help of the campaign, the DOSB has established a format through which girls and women are provided with skills in self-assertiveness, self-defence, and self-confidence. Beyond that the preventive measures against violence are incorporated into a strong network of partners.

5.11. Greece

CAMPAIGN TO END SEXUAL ABUSE IN CHILDREN "1IN5": AWARENESS AND PREVENTION IN SPORT

Ms. Elena Rapti, Hellenic Parliament Member, member of the Greek Delegation to the Parliamentary Assembly of the Council of Europe, member of the Parliamentary Network to end the sexual abuse of children and coordinator of the campaign of the Council of Europe "ONE in FIVE" in Greece

The practice aims to fight sexual violence against children via comprehensive awareness-raising. One of its main goals is to equip children, families/carers and environment of the children with knowledge and tools to prevent and report sexual violence against children. The 1in5 campaign targets local, national and international policy makers and legislators; national and local professionals and practitioners working with children, young people and their families, institutions and communities; national human rights institutions, including those dealing specifically with children's human rights; leaders of faith and religious communities, and voluntary youth and community groups; civil society and academia; national and international NGOs and their coalitions; the media; and the private sector (in particular the tourism and entertainment industries, Internet service providers, etc.)

5.12. Hungary

PRESENTATIONS ON SEXUAL VIOLENCE IN SPORT INTEGRATED INTO TWO CONFERENCES FOR COACHES ORGANISED BY THE HUNGARIAN COACHES ASSOCIATION

Hungarian Coaches Association

The Hungarian Coaches Association established in 1993 periodically organises conferences and workshops for coaches. On two of their conferences, among others the topic of sexual violence in sport was also included in a form of a presentation. The first included conference presentation was about the disseminated results of the study of UNICEF Hungary on sexual violence in sport. The authors of the study were invited to speak about the findings of their study; further actions were not taken as a follow-up to handle the phenomena. However, as an integrative approach the topic is being included into other conferences, such as the one in 2016, the conference on "Methods of Conflict Resolution in sport." The Hungarian Coaches Association has



published the Code of Ethics for Coaches in 2007. This is the document that is accepted and used by all sport federations; it is published on most federations' websites.

5.13. Ireland

CODE OF ETHICS AND GOOD PRACTICE FOR CHILDREN'S SPORT

Sport Ireland

High profile cases of sexual abuse in sport in Ireland led to a recognition that sport, like other social settings, can be a context within which gender-based violence can take place. The development and implementation of the Code of Ethics formed a central part of a broader strategy to minimise gender-based violence in sport across the island of Ireland. The Code of Ethics was developed by Sport Ireland (previously the Irish Sports Council) and the Sports Council for Northern Ireland in 2000 and is reviewed periodically to ensure that it reflects Government guidance, legislation and good practice. The Code of Ethics is built on the "5Ps": Principles, People, Policy, Practice and Protection. These outline the steps which should be taken to protect everyone involved in sport in Ireland. The Code of Ethics has been disseminated through a freely available app, a website and via a series of information days. Each National Governing Body also has a National Children's Officer whose role is to ensure that all clubs are adhering to the requirements outlined in the Code of Ethics. This process is overseen by a Code of Ethics Manager at Sport Ireland.

5.14. Italy

PROJECT AGAINST GENDER-BASED VIOLENCE IN SPORT: "HEART. THE ONLY MUSCLE TO TRAIN TO BEAT A WOMAN"

Extra-fondente Open Source (EOS) in cooperation with Emilia's UISP Regional Committee (the Italian Association of Sport for All) and local sport organisations (the Association Lame and the Association Rugby Pieve)

The starting point of Extra-Fondente Open Source (EOS), a non-profit association committed to fight discrimination and violence against women, was that gender-based violence in sport has not been addressed in Italy. From this consideration, its staff explored some actions implemented in other States and developed a project focused on this topic. The project included five actions with the aim to promote respectful attitudes and behaviours towards women. Specifically, the project involves specific training based on a booklet that sport coaches can use with children. The booklet is a useful tool that includes a significant number of resources to increase young people's awareness on gender-based violence.

"OFFSIDE: SPORT AGAINST VIOLENCE. INFORMATION AND TRAINING INITIATIVES FOR SPORT INSTRUCTORS"

Mal.Ab Group (Expert Inter-institutional Group against severe Maltreatment and Child Abuse), Italian National Olympic Committee (CONI) of Trieste and Regional School of Sport

During the prevention activities of the Interinstitutional Project "Best practices against paedophilia", the expert group Mal.Ab identified the sport context as a meaningful field to promote awareness on violence against children. In cooperation with the School of Sport of Regional CONI of Friuli Venezia Giulia, they organised a training programme supported by a booklet. The training was scheduled in five meetings targeting coaches and trainers, with the aim to increase their knowledge about child violence and to provide them with tools to manage cases of alleged abuses in the sport context. All participants received the booklet that provides specific worksheets on how to make a referral of suspected abuse cases. This initiative was a good practice because it involved several local sport associations; however it was not followed by further



actions. A positive effect of this programme was the support of the expert group to some participants for alleged cases of child violence.

5.15. Latvia

CABINET REGULATION NO. 77 REGULATIONS REGARDING THE PROCEDURES FOR THE CERTIFICATION OF SPORTS SPECIALISTS AND THE REQUIREMENTS SPECIFIED FOR A SPORTS SPECIALIST

Ministry of Education and Science – Sports Federation Council of Latvia

In this regulation Cabinet has determined certification procedures of sports specialists and requirements to which sports specialists must conform in order to acquire the right to work in the field of sport. Sports specialists are persons who implement vocationally oriented sports education programmes, conducting sports training (activities), or carry out educational or methodological work in the field of sports, as well as persons who provide assistance to persons who attend sports training (activities) or are acquiring a vocationally oriented sports education programme. Regulation prescribes the procedures for the certification of sports specialists and the requirements specified for a sports specialist in order to acquire the right to work in the field of sports. Certification includes examination of the theoretical knowledge and professional skills of sports specialists – certification examination. Certification and reissuing of a certificate without taking certification examination is performed on behalf of the association “Sports Federation Council of Latvia”. Issued certificate is valid for five years. A sports specialist who has obtained a diploma for higher pedagogical education in a sports study programme is entitled to work without a certificate in the field of sports and conduct sports training (activities) for five years after obtaining the diploma. A certificate may be revoked if the sports specialist has violated the regulatory enactments regulating the field of sports or the ethical standards of sports.



5.16. Luxembourg

TOOLKIT FOR THE PROTECTION OF CHILDREN AGAINST VIOLENCE

Ombuds-committee in charge of children’s rights

A working group composed of representatives of non-governmental organisations in the field of child’s abuse (ALUPSE – Luxembourg Association for child abuse prevention, ECPAT Luxembourg - End child prostitution, child pornography and trafficking of children for sexual purposes) and experts have developed a tool to allow any type of organisation welcoming children, to evaluate their measures and strategy towards prevention of all forms of violence against children. This toolkit is among others for sport’s club but also for schools and any association with activities open to young people. Divided in two sections, one relating to prevention and awareness raising and the other, to supporting actions in case of suspected or recognized cases of violence, it takes the form of a questionnaire. While not covering specifically gender based violence, they are references at different places in the questionnaire: to female genital mutilations, rape and other forms of sexual violence and abuse as well as the requirement to ensure non-discrimination based on sex or sexual orientation as part of basic ethical principles. This toolkit will be disseminate and made operational in 2016.

5.17. Malta

CHILDREN IN GOLF : STANDARDS OF GOOD PRACTICE AND RELATED DOCUMENTS FOR THE PROTECTION OF CHILDREN IN GOLF

Malta Golf Association (MGA)

The Standards of Good Practice for the Protection of Children in Golf was put in place by the Malta Golf Association to safeguard children in the sport of golf in 2006. This Policy is in line with the Guidelines issued by their British counterparts and the 'white paper' drafted by Kunsill Malti għall-Isport (Malta Sports Council). These Guidelines are published online and are applied when and if juniors are involved with learning and playing golf. Although the sport of golf in Malta has, to date, never received any reports of child abuse or gender-based violence, the Guidelines serve as a preventive and protective measure for children. It also explains clearly to all involved their responsibilities concerning the safety and welfare of children. This policy provides a framework of protection and advice for all persons involved.

5.18. Netherlands

TOOLKIT FOR THE PREVENTION OF SEXUAL HARASSMENT. FOR LOCAL SPORT CLUBS

*Netherlands Olympic Committee * Netherlands Sport Confederation (NOC*NSF)*

Since 1996 NOC*NSF is working on a policy to prevent and combat sexual intimidation in sport. A range of resources were developed to assist the sport federations and local sport clubs in establishing both prevention measures (to reduce the likelihood of abuse occurring) and repressive (or responsive) measures (so they are able to respond appropriately when it does). One of the promising preventive practices is the 'toolkit sexual intimidation', and should be used as a tool to work on a roadmap to prevent sexual intimidation in a local sport club. The digital toolkit for sport clubs is designed as a roadmap and consist of 7 steps to help them establish their own prevention policy with specific information about all 7 steps and supplemented with an incident protocol. It is aimed at local board members. Sport Clubs must: (1) highlight the issue; (2) evaluate/audit their own situation; (3) appoint a local confidence officer to lead; (4) apply the rules of conduct for all working / guiding in sport; (5) decide how to deal with recruitment of volunteers: check credentials of coaches in the previous club and via criminal record check; (6) create house rules together with the members; and (7) inform and involve all stakeholders on the policy.



16

FOOTBALL FOR EVERYONE: ACTION PLAN ACCEPTANCE OF HOMOSEXUALITY IN FOOTBALL

National Dutch Football Association

In 2012, the KNVB in collaboration with John Blankenstein Foundation, drew up an action plan on gay acceptance. They wanted to open up the discussion on gay acceptance in professional football organizations and amateur associations to diminish homophobic aggression and violence in football. This is not an easy task in Dutch football. So discussions started at the top. All Professional Football Associations were visited to discuss at board level gay acceptance. The chairman of the KNVB and the chairman of the John Blankenstein Foundation were present at all visits to the professional football associations to emphasize the importance of the topic. Professional football has to be a role model. The action plan appointed several steps: a meeting with the youth coaches to discuss awareness and experiences and to create an education module; increase awareness of the existence of the confidence point sport and confidential counsellors; meetings with amateur clubs at the place of the professional football association in their region. For amateur clubs it was chosen to broaden the theme to diversity and dealing with differences (including gay acceptance). 'Everyone is welcome regardless of a different cultural background, religion, colour or sexual orientation'. Visualizations

of real-life situations on diversity, exclusion and verbal violence in football were used to open up the discussion.

5.19. Poland

SPORT RESPECTS YOUR RIGHTS – YOUTH WORKSHOPS

Campaign against Homophobia

The promising practice indirectly concerning the gender-based violence in sport are the workshops for young people organized by the Polish NGOs fighting for the LGBT rights Campaign against Homophobia. The project Sport Respects Your Rights was a transnational project, developed to fight abuse and gender-based violence in the youth sport sector. The project ran for 24 months. It was funded in the priority area Empowerment work at grassroots level as the only sports project in the Daphne III Programme 2011/2012 of the European Union. It built on the network and exchange of good practice initiated through the EU project Better, Safer, Stronger – Prevention of sexual and gender harassment and abuse in sports (Project Lead: German Sports Youth). “Sport respects your rights” supported Europeans aged 16 to 22 to develop self-confident behaviour against sexualised violence and harassment in sports. The aim was to encourage a self-perpetuating, multiplying effect in the sport sector through empowering the target group. Young sportswomen and sportsmen were given the platform to develop their own youth-led campaigns through which they raised awareness amongst peers, in their sport environment and beyond. This participatory process allowed young people to become powerful multipliers and active agents of social change in their settings. Parallel to the educational youth work, each project partner developed a multi-sector network in order to create long-lasting synergies to fight violence and harassment in sport. Planned scope of the project focused on direct education and sensitisation of the target group and intermediaries in the participating organisations was devised through a multi-tier process.



5.20. Slovenia

ATHLETES’ OMBUDSMAN

Athletes’ Ombudsman

The Athletes’ Rights Ombudsman is a relatively young institute in Slovenia, while it has only been established in 2014. It is an elected position for a period of six years with the possibility of re-election. The institute is a measure that has been foreseen in the National Programme of Sport of the Republic of Slovenia 2014-2023 and based on the recognised need to protect and raise awareness of athletes’ rights. The work of the Ombudsman is autonomous although being a part of Olympic Committee of Slovenia and is almost entirely not connected to any funding. The Ombudsman services are available to athletes at all levels of sport and are composed mainly of three activities: resolving disagreements, education and awareness-raising. So far the work is not formalised and is based on the assumption that the Ombudsman must be a trustworthy and accessible person, which can sometimes be blurred with too stiff and formalised procedures. So far no monitoring of the impact of the institute of the Ombudsman has been made, although a certain increase of the cases can be noticed. Among them there are also rare cases of certain acts of gender-based violence, but supposedly this does not constitute a need for special attention to address the topic so far. The institute of the Ombudsman is very rare in European and broader context and it can therefore be seen as a Slovenian strength with great possibilities. Certain weaknesses are connected with the nature of the sport domain and especially with the fact that the Ombudsman does not possess any kind of formal power – she/he can only issue opinions.

SPORTIKUS DELEGATE - SEMINAR AND PRACTICUM FOR COACHES

Spolint, Institute of Sport Development

Sportikus DELEGAT is a seminar, which is followed by a 5-week practicum and is aimed at sport staff (coaches) to gain different skills and knowledge to be used in their work with children and youth (ethics of sport; promotion and usage of sport as a means of personal growth,...). One of the topics that is addressed is also a topic of gender-based violence, although still considered a taboo. The seminar also introduces some didactical tools to be used in the daily life of sport staff. For example blue and grey cards, Sportikus flag, sports word of honour and manuals for fair play. All these tools are designed to promote and apply the ethical and fair play values of sport. The 5-week practicum is designed to transfer the acquired theoretical skills and knowledge into practice. Coaches are supposed to use the gained skills at their daily work with children and youth and reflect about the impact and results in their weekly reports. The first pilot seminar and practicum took place in 2015 and were considered successful in terms of raising awareness about certain topics that are a part of daily life of sport staff. Although having great potential in terms of awareness-raising and hence prevention (of gender-based violence and other issues in sport), the scope of the activities is not very broad. This can be due to relatively poor marketing, connected to the lack of staff at the responsible institute. Another seminar and practicum will take place in 2016 and the seminar will last for 2 days (instead of a one-day seminar 2015), therefore more attention will be given to gender-based violence as well.

5.21. Spain

A DAY OF PROTEST OF AHL TUCANS

AHL Tucans Sport Club (In-line hockey)

This promising practice's goal is to Protest against gender-based violence and gender discrimination in sport. It uses the platform of in-line hockey to raise awareness of (a) the existence of violence against women; and (b) the discrimination against equal opportunity of women in sport. In this sense, this promising practice is twofold. On the one hand, since November 2007, it claims very strongly that sport has fight against gender violence. On the other hand, sport has to recognise the equality between women and men and to promote equal opportunities for men and women to play sports, which for AHL Tucans means systematically encouraging little girls and teenage girls to play in-line hockey (from 6 years old until senior teams). AHL Tucans are very proud to be the in-line hockey club in Catalonia that has the most girls and women licenses. The main visibility of this practice is the Protest Day, which always takes place on or around the 25th of November, to coincide with the *International Day for the Elimination of Violence against Women*. They have also included the motto – *Sport against Gender Violence* – on the left sleeve of all the sport gear for the entire club's teams –boys and girls, male and female teams alike. With this initiative the AHL Tucans fights against gender violence by raising awareness in all matches and competitions that its teams play throughout the sport seasons. Back in the season 2007-08 when this promising practice started these actions were seen as pioneering in competitive sport in Catalonia.



18

GUIDE FOR THE PREVENTION OF SEXUAL HARASSMENT AND ABUSE AGAINST WOMEN IN SPORT. GUIDELINES FOR A PROTOCOL

Emakunde-Basque Institute of Women and Department of Education, Linguists Politics and Culture of Basque Government

This promising practice is the first guideline written with the overall goal of supporting and informing future protocols on the prevention of sexual harassment and abuse against women in sport. It is an exhaustive and lengthy 80-page booklet. The ultimate goal of this guide is to contribute to the eradication of violence against women in sport in order to promote a secure and healthy environment in which women and girls can develop

their autonomy and wellbeing while playing sports. As a result, this guide's objective has two components. One, contributing to raise awareness and knowledge to the fact that not all behaviours and conducts are acceptable in sport and, therefore, how sexual harassment and abuse against women must be prevented in sport. Two, providing researched guidelines to make Acting Protocols ready to intervene in any sexual harassment and abuse against women situation in sport.

This guide is mainly divided into three parts. The first section is called Awareness and Prevention, which contains data, goals and methodology, definitions, legislation, a classification and explanation of unaccepted behaviours and situations, risk factors and finally prevention, which encompasses three kind of specific measures: to promote equality between women and men; against sexual harassment and abuse and lastly; regarding coaches' behaviours. At the end of this part there is a three page table with 2 columns: Risk Factors and Prevention. Each risk factor situation or behaviour has next to it a suggested measure of prevention. The second section deals with the guidelines to produce an Action Protocol, which includes: (a) statements; (b) sphere of application; (c) legal framework; (d) warranty procedure; (e) classification of faults; and (f) information to the victims. The third section is about documents and links of interest.

5.22. Sweden

FOOTBALL FOR ALL/EVERYONE

AIK Football, in collaboration with the Swedish Association for Sexuality Education (RFSU), RFSU Stockholm, The Swedish Shelter Confederation (UNIZON), Gestrkland's Football Federation, The Swedish Federation for Lesbian, Gay, Bisexual, Transgender and Queer rights (RFSL) and RFSL Youth

This prevention-based practice consists of methods and material developed to provide tools for coaches to enable an inclusive sports environment, which highlights issues of racism, sexism, and homo/transphobia. The aim of *Fotboll för alla* is to create an inclusive football environment, with multiple forms of diversity. The practice is based on the belief that an inclusive, diverse and accepting sports environment will, implicitly, prevent all forms of gender based and homophobic violence and harassment, but does not explicitly target gender based violence. The practice targets norms, values, hetero-sexism and jargon. Its point of departure is the coaches and their environment, so that the circumstances and conditions of teams using the material are in focus. It means that the questions that are dealt with in the material originally comes from the clubs, bottom-up, and is based on research which involved the actual clubs. This explains the success of the material, according to one of the original developers and implementers, Sofia B. Karlsson, then working for AIK.



19

GREYZONE, BORDERLINE, CLEAR

The Swedish Agency for Youth and Civil Society (MUCK [Myndigheten för ungdoms- och civilsamhällsfrågor]), in association with The Swedish Confederation of Sports Education (SISU), The Swedish Confederation of Sports (RF) and Stockholm Athletes.

The practice, Greyzone, is a prevention practice based on knowledge and awareness raising. It is supported and promoted by the Swedish Sports Confederation and the Swedish Agency for Youth and Society. Save the children are also involved and promotes the website. It is not a concrete practice as such, but a "buffet website" for individual leaders and associations can find support and guidance on how to develop a practice that suits their organisation. The Greyzone is in some sense a framework practice, or an umbrella-practice which can be implemented differently in different types of sports associations; it follows the structure of the autonomous but confederated Swedish sports movement. It underlines clarity and simplicity, and the difficulty of knowing when an action is in fact an act of sexual abuse or violence. It uses the languages that was popularised and established during the Julian Assange case in 2010.

5.23. United Kingdom

SPORT RESPECTS YOUR RIGHTS - UK

Edge Hill University

Sport Respects Your Rights was a transnational project coordinated by Sportunion Austria, European Non-Governmental Sports Organisation (ENGSO Youth) and the German Sports University Cologne. It was funded over two years from 2013 by the European Union DAPHNE III programme. Edge Hill University was the lead partner organisation for the UK on the project. The aim of the project was to empower young people aged 16-22 years old to reflect on, act and protect themselves against gender-based violence in and through sport. Young people involved in sport were given the platform to develop their own youth-led campaigns through which they raised awareness amongst peers in their sport environment and beyond. In the UK this included holding workshops on the prevention of sexual violence for young people in sport; designing and distributing videos and posters at sporting events; and a national awareness-raising social media campaign. This participatory process allowed the young people to become active agents of social change. Parallel to the educational youth work, each project partner developed a multi-sector network in order to create long-lasting synergies to fight gender-based violence in sport.

THE NSPCC CHILD PROTECTION IN SPORT UNIT (CPSU)

The partner organisations - the children's charity the National Society for the Prevention of Cruelty of Children (NSPCC), and Sport England, Sport Wales, and Sport Northern Ireland - the sports councils for England, Wales and Northern Ireland - and UK Sport

The CPSU is a capacity-building organisation that works with sport and safeguarding organisations in England, Wales and Northern Ireland (NI) to support National Governing Bodies of sport (NGBs) and County Sport Partnerships (networks of local agencies, including local authorities, sport and leisure facilities and schools, targeted with increasing participation in sport and physical activity) in keeping children safe from harm. The CPSU was established in 2001 as a partnership between the national children's charity, the NSPCC, and the sports councils for England and NI. It is funded by public money through these but is independent from government. As a central point of contact for sport organisations for advice, training and resources on safeguarding and protecting children in sport, it helps sport to develop and implement policies and procedures and systems and structures to enable sport to meet its legal and moral obligations to safeguard children, including but not limited to preventing all forms of violence and harassment. It achieves this by providing expert advice to sports organisations in the development of their safeguarding strategies, developing, delivering and recognising sports-specific training for sports organisations, and establishing professional standards for safeguarding children in sport to standardise safeguarding across sport. Government funders of sport have linked sports organisations' funding to achievement of these standards. As a result of the CPSU's work, government-funded sports organisations in England, Wales and NI have developed strategies to safeguard children, and while there is limited independent evaluation research of the impact of these to date, embedding evaluation has been cited as a future priority.

