

ASPC FORUM

SAFE SPORT: THE FOUNDATION FOR EXCELLENCE

PRIORITISING ATHLETE WELLBEING

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Senior Manager Safeguarding
Health, Medicine and Science





THIS TOPIC CAN BE CHALLENGING

Some people in the room may have experienced violence in or outside of sport. We encourage you to consider these tips if you feel discomfort or distress.

Go to a quiet place

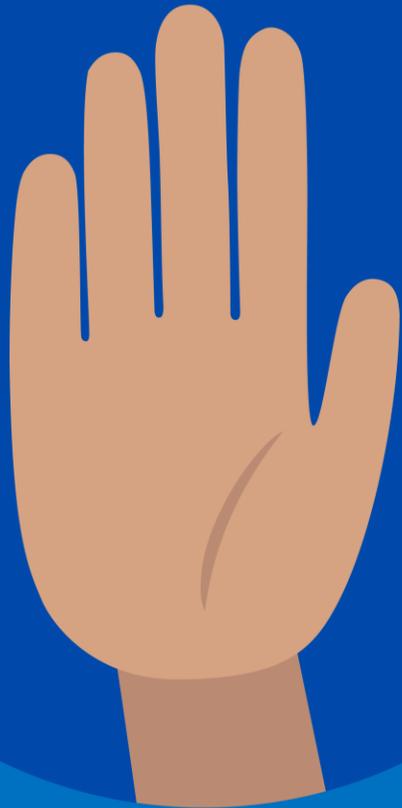
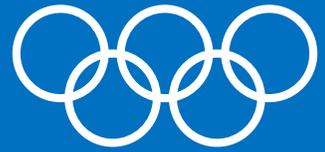


Go for a walk



Reach out for help





**“WE CAN NEVER JUSTIFY A
MEDAL IF IT WAS WON AT
THE COST OF HARMING
SOMEONE FOR LIFE”**

Olympic silver medallist

WHAT IS SAFE SPORT?



Fostering physically and psychologically safe and supportive athletic environments where participants can thrive and experience the full benefits of sport participation



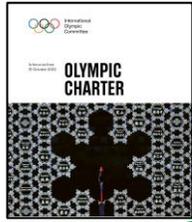
WHAT IS SAFEGUARDING?



All proactive measures to both prevent and appropriately respond to concerns related to harassment and abuse (interpersonal violence) in sport as well as the promotion of holistic approaches to participant's welfare.

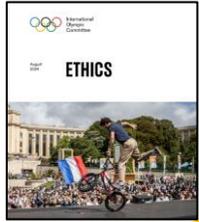


SAFE SPORT is no longer optional but a
FUNDAMENTAL EXPECTATION in sport governance,
funding, trust and credibility.



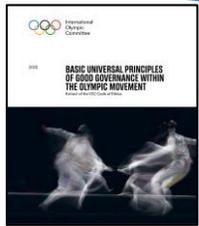
OLYMPIC CHARTER

Section 2.18 – Mission and Role of the IOC *“to promote safe sport and the protection of athletes from all forms of harassment and abuse”*



IOC CODE OF ETHICS

Article 1.4 – Fundamental Principles *“rejection of all forms of harassment and abuse, be it physical, professional or sexual, and any physical or mental injuries;*



IOC UNIVERSAL PRINCIPLES OF GOOD GOVERNANCE

Section 3.10 – Safeguarding *“A zero-tolerance approach to breaches of safeguarding principles shall be adopted in all sports organisations at all levels.”*



ATHLETE'S RIGHTS AND RESPONSIBILITIES DECLARATION

Right 7 – *“The protection of mental and physical health, including a safe competition and training environment and protection from abuse and harassment.”*

Responsibility 3 – *“ Act in accordance with the IOC CoE and be encouraged to report unethical behaviour, including instances of doping, competition manipulation, prohibited discrimination and abuse and harassment.*



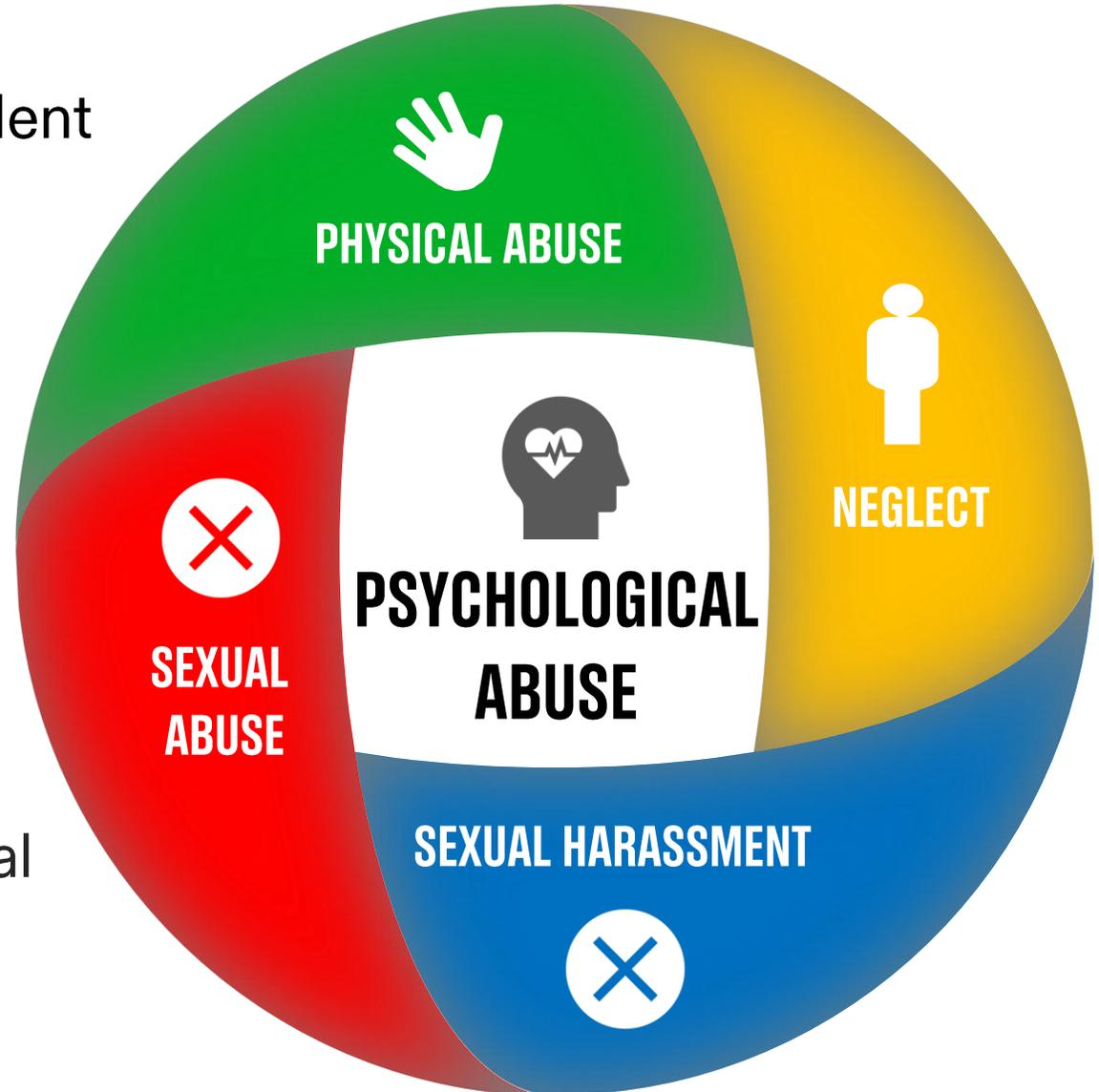
IOC GAMES-TIME SAFEGUARDING FRAMEWORK

It is in practice the IOC Games-time Safeguarding Policy for stakeholder groups under the IOC jurisdiction: IOC workforce, IOC members, IF workforce / delegation, NOC team delegation (incl. athletes), Accredited media, Any other IOC-accredited person

FORMS OF INTERPERSONAL VIOLENCE IN SPORT



- Psychological abuse - most prevalent and at the core of all other forms
- Common to find more than one form of IV happening at the same time
- Based on unequal power relationships
- Abuse is abuse both in the physical world and in the digital world



INTERPERSONAL VIOLENCE HAPPENS ...



In all sports disciplines



At all levels of participation



From persons in position of power (real or perceived)



From adults to children
From peer to peer



By men and women
To men and women



WORLDWIDE

RISK SITUATIONS SPECIFIC TO SPORT ...



✓ A lack of education/understanding of what constitutes harassment and abuse in sport

✓ High tolerance to physical violence and injuries



✓ Culture of scandal avoidance

✓ The hierarchical nature of sport and unequal power relationships



✓ A win at all costs mentality



✓ A lack of safeguarding policies and procedures



✓ Risk situations inherent to sport: showers, changing rooms, carpooling, overnight stays



✓ Role confusion



*Council of Europe "Start to talk" - <https://www.coe.int/en/web/human-rights-channel/stop-child-sexual-abuse-in-sport>

IMPACT OF IV ON THE VICTIM



PHYSICAL



Injuries
Performance loss
Eating disorders

COGNITIVE



Low self esteem

EMOTIONAL



Volatile moods

MENTAL HEALTH



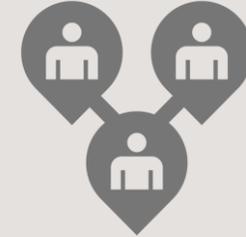
Depression
Anxiety
Suicide

BEHAVIORAL



Dropping out,
More likely to
cheat

RELATIONAL



Social exclusion
Sense of not
belonging

ECONOMIC

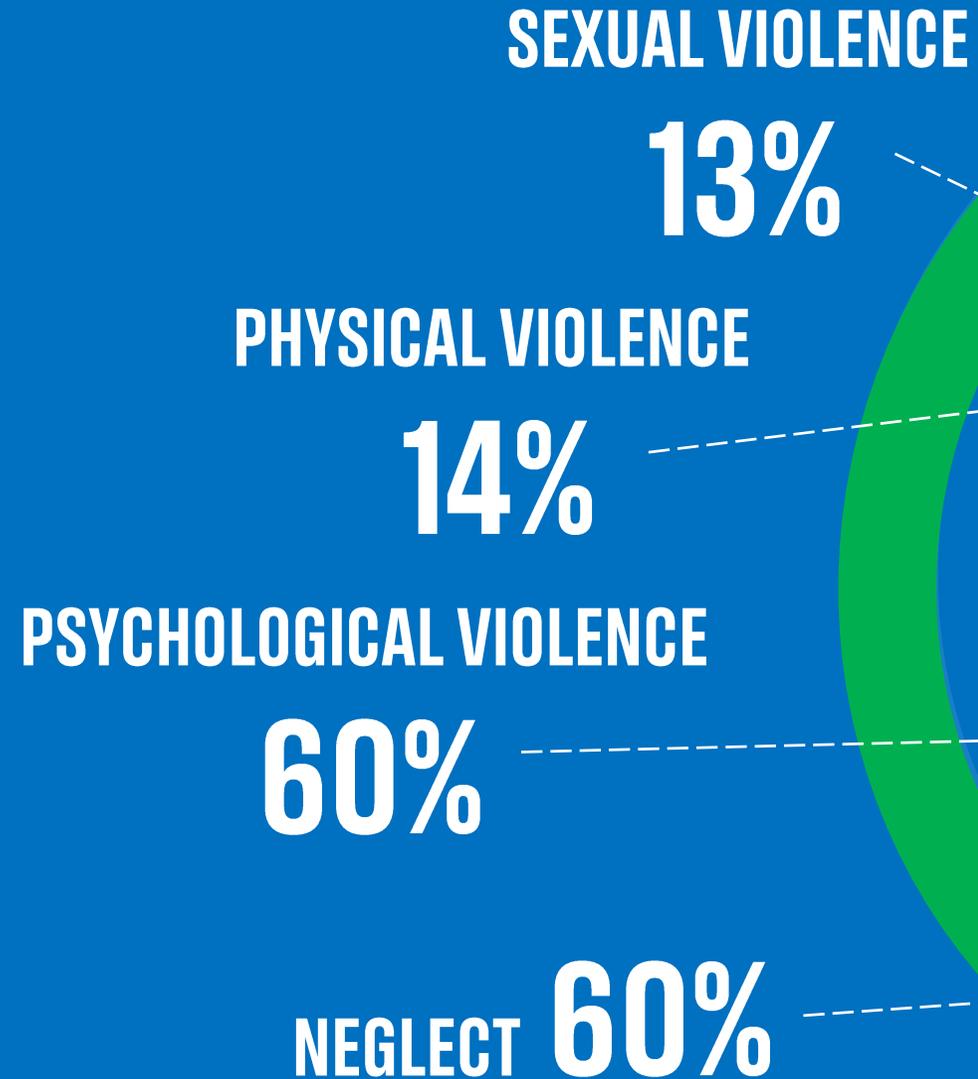


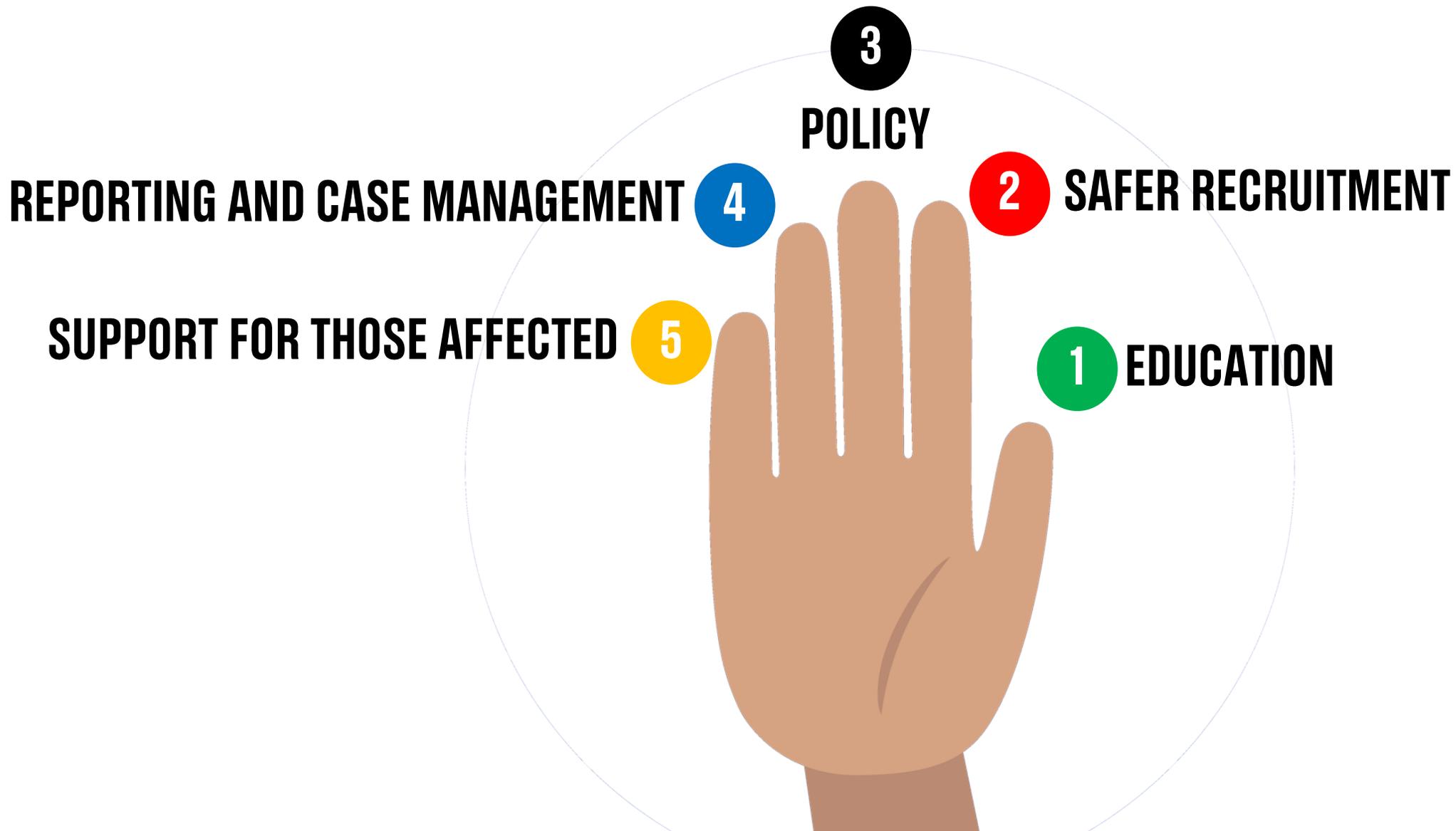
Loss of income
Loss of
sponsorships

MINIMUM PREVALENCE RATES OF IV IN ELITE SPORT



- HIGHER COMPETITION LEVEL AND/OR +16H TRAINING/WEEK ARE ASSOCIATED WITH HIGHER EXPOSURE
- NO GEOGRAPHICAL DIFFERENCES BUT SOME AREAS UNDERSTUDIED
- THE MAJORITY OF PERSONS AFFECTED **DO NOT** DISCLOSE AT ALL
- ONLY A SMALL PROPORTION (4-6%) CHOSE TO DISCLOSE TO SOMEONE FROM THE FIELD OF SPORT





POLICIES AND PROCEDURES ...



PROVIDE A ROADMAP FOR DAY-TO DAY OPERATIONS



ENSURE COMPLIANCE WITH LAWS AND NORMATIVE FRAMEWORKS



*PROVIDE CLEAR GUIDANCE THAT ALLOWS YOU
TO MAKE INFORMED DECISIONS*



HELP STREAMLINE INTERNAL PROCESSES



**POLICIES IN THEMSELVES DO NOT
PROTECT PEOPLE ...**



... PEOPLE DO

THE SWISS CHEESE METAPHORE



PARIS 2024



LOOKING FOR CALM?

POWERADE

Athlétic 365

SAFE SPORT IN PARIS 2024



**GAMES-TIME SAFEGUARDING
FRAMEWORK/CODE OF ETHICS**

1

**3 IOC SAFEGUARDING OFFICERS
152 NOC WELFARE OFFICERS
41 IF FOCAL POINTS
16 CHAPERONES**

2

**COLLABORATIVE
PROGRAMME FOR IF AND
NOC WELFARE OFFICERS**

3



6

**CYBER ABUSE PROTECTION SERVICE
SAFEGUARDING PROCEDURES**

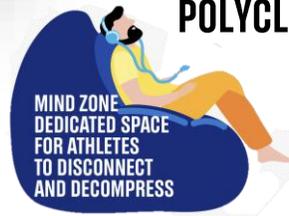
5

**MENTALLY FIT
HELPLINE**



4

**MIND ZONE /
SAFE SPORT ZONE
POLYCLINIC**



**CLINICAL
SUPPORT**

**MIND ZONE
DEDICATED SPACE
FOR ATHLETES
TO DISCONNECT
AND DECOMPRESS**



ATHLETE365 MIND ZONE X POWERADE

GIVING ATHLETES THEIR MINDFULNESS
SPACE AT PARIS 2024

90%

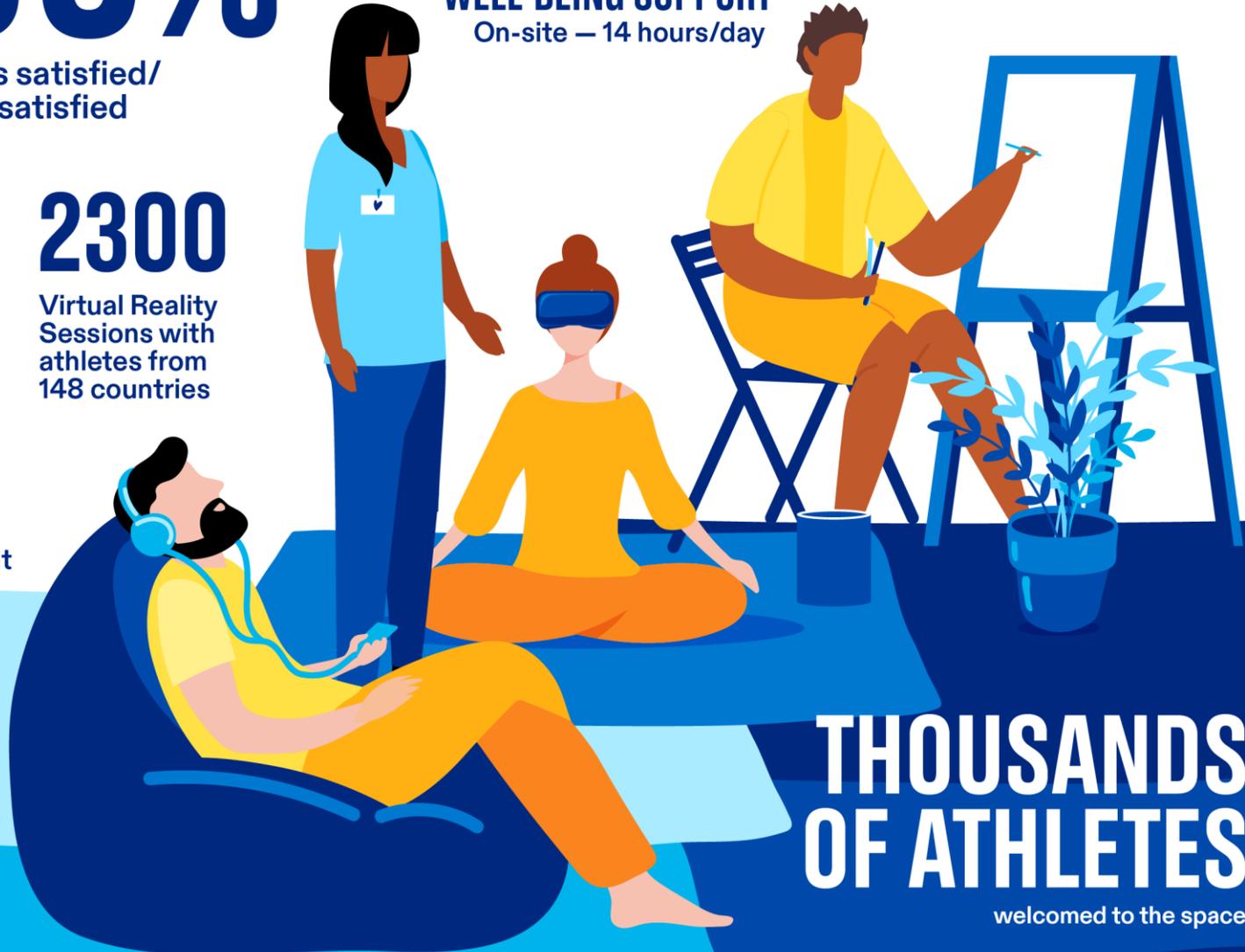
users satisfied/
very satisfied

TRAINED
MENTAL HEALTH AND
WELL-BEING SUPPORT
On-site — 14 hours/day

2300

Virtual Reality
Sessions with
athletes from
148 countries

Over
4000
gratitude
postcards sent



THOUSANDS OF ATHLETES

welcomed to the space



Mind Zone

PRESENTED BY



Athlete
365

Mentally
Fit





CYBER ABUSE PROTECTION SERVICE

PARIS 2024 KEY RESULTS



2.4M

posts from athletes and officials scanned in real time on X, Instagram, Facebook and TikTok

>152K

posts flagged as potentially abusive via AI

>10.2K

posts verified as abusive & actioned for removal, coming from 8.9k unique accounts

353

athletes/officials directly targeted with abuse



Athletes targeted by abusive posts were provided with real-time safeguarding and mental health support

20K

individual accounts covered

10.4K

athletes & officials covered by the service

35

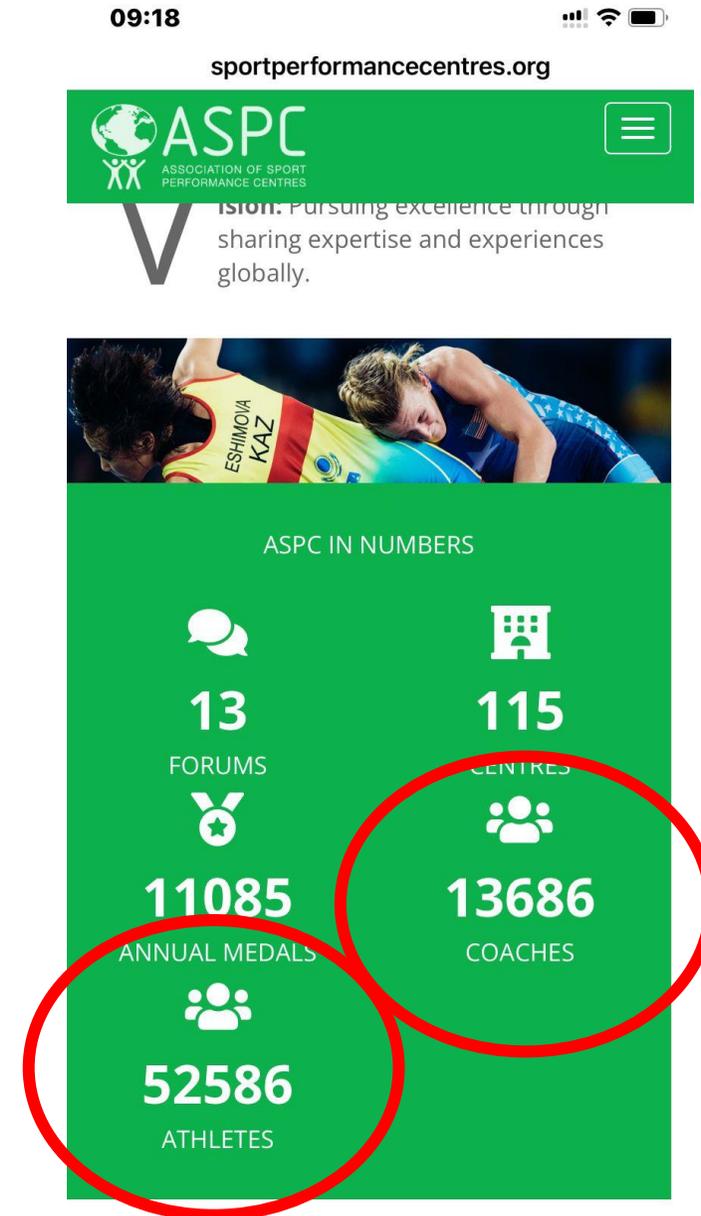
languages



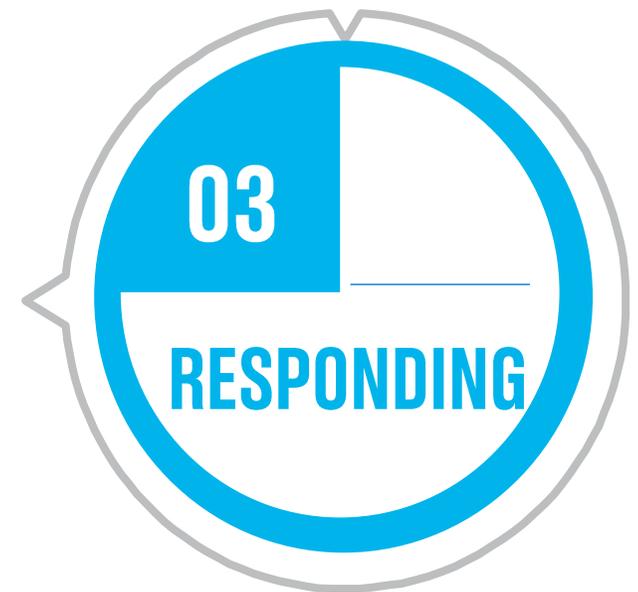
Mentally
Fit



WHY DOES SAFEGUARDING MATTER IN HIGH-PERFORMANCE CENTRES?









Develop and implement Safe Sport prevention measures including:

- Prioritising **athlete wellbeing** – Welbeing as the entry point
- Developing safe sport **policy and procedures**
- Appointing a **trained safeguarding officer**
- Implementing **safeguarding codes of conduct**
- Delivering **education** to all stakeholder groups
- Implementing **safe recruitment processes**
- Developing **mental health early detection** programmes
- Delivering **awareness sessions** with all stakeholder groups
- Mapping available **resources** in your national context



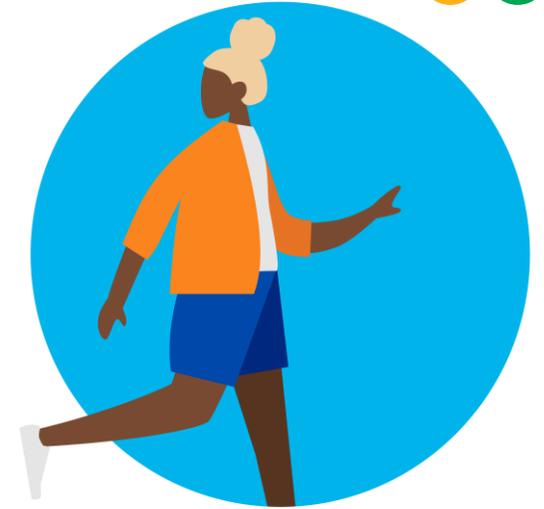


- The more we educate the more people will **trust** the system to report issues.
- **Destigmatise** help seeking by providing spaces for athletes to have challenging conversations with specialised personnel without pressure to report
- **Train** staff to properly manage these spaces
- Build simple and **accessible reporting systems**
- **Communicate** clearly the avenues available for reporting concerns





- Develop a robust **safe sport response system** linked to your existing procedures (disciplinary, ethics, fair process for those accused, etc.)
- Map the **public resources** available in your local context and fill the gaps within your organisation if needed
- **Be prepared** and do not wait until you find yourself in a crisis situation. Establish the collaborations and partner with internal and external stakeholders ahead of time
- Know where to **refer** cases that reach the criminal level and allow the authorities to guide you on how to manage those cases in the context of your centre
- Ensure you have a **robust partnership** with service providers and legal aid (both private or public) to refer affected individuals to appropriate care and support services





- Normalise conversations about wellbeing and respect alongside training goals.
- **From compliance to commitment:** Not “we have a policy because we must” but “we do this because it is the right thing to do”.
- **From power over to power with:** Entourage as enablers of athlete potential, not controllers of athlete performance.
- **From silence to voice:** Athletes, staff and even parents feel safe to raise concerns without fear of retaliation.
- **From short-term wins to long-term excellence:** Recognising that an injured, abused, or burned-out athlete or athletes facing mental health challenges cannot perform at their peak.



RESOURCES

SAFEGUARDING OFFICER SEARCH TOOL



FIND A SAFEGUARDING OFFICER BY...

powerbi.com - To exit full screen, press Esc





LANGUAGE



COUNTRY



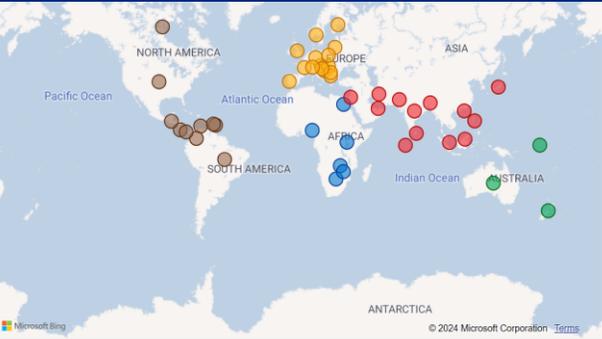
SAFEGUARDING SERVICE



ORGANISATION TYPE



NAME



COUNTRY



2 - Choose a Safeguarding Officer

3 - View Profile

 Name Adriana Qultian Marin Region/Territory Colombia Organisation Ministry of Sports Colombia LinkedIn Page URL https://www.linkedin.com/in/adriana-qultian-marin-a9972184 Email anonymous	 Name Agatahi Justina Ezezi (Davidwise Justina) Region/Territory Nigeria Organisation Delta State Sports Commission Asaba, Nigeria LinkedIn Page URL Not Provided Email anonymous	 Name Agne Vanagiene Region/Territory Lithuania Organisation National Olympic Committee of Lithuania LinkedIn Page URL https://www.linkedin.com/in/agne-vanagiene-586766153 Email anonymous
 Name Amy Eun Byul Park	 Name Aneta Grabmüller Soldati	 Name Angela Valero Ballesteros

MORE INFORMATION



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Topics > Safe Sport



SAFE SPORT

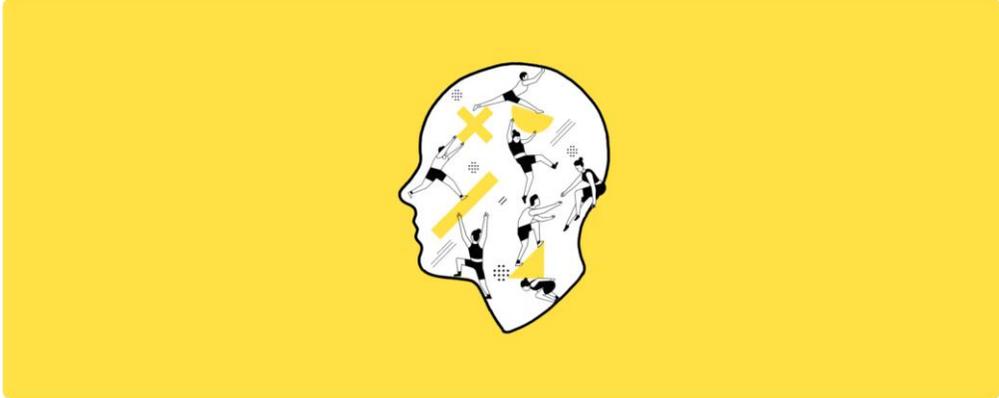
SAFE SPORT IS AN ENVIRONMENT WHERE ATHLETES CAN TRAIN AND COMPETE IN HEALTHY AND SUPPORTIVE SURROUNDINGS; AN ENVIRONMENT WHICH IS RESPECTFUL, EQUITABLE, AND FREE FROM ALL FORMS OF HARASSMENT AND ABUSE. HELP US TO PROTECT ATHLETES AND UNITE TO STOP ALL FORMS OF HARASSMENT AND ABUSE IN SPORT.

<https://olympics.com/athlete365/topics/safesport>

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Topics > MentallyFit



#MENTALLYFIT

As elite athletes, it's important for you to remember that your mental health deserves as much attention and care as your physical health. We're here to equip you with the tools and knowledge needed to help you put your mental health first, and to recognise the signs and symptoms that you or a teammate may be struggling. Here, you'll find a collection of exclusive resources, athlete stories and expert advice that will support your well-being and remain available for you to refer to at any time.

<https://olympics.com/athlete365/topics/mentally-fit>



SAFE SPORT ZONES AT MAJOR SPORTS EVENTS

FACTSHEET



PRIOR TO COMPETITION

A. Level of Service

- Define the level of service to be offered based on available space, budget, personnel and other miscellaneous resources

B. Roles

- Define responsibilities and reporting lines for your Safe Sport Zone personnel, including volunteers, and potential roles for ambassadors or experts

Zone is occupied by your safeguarding team and relevant experts

Zone is occupied by appropriately trained staff or volunteers

Zone offers self service activities monitored by staff or volunteers

C. Training

- Ensure those with roles in the space have the appropriate training for the services being offered, for example, safeguarding certification, mental health first aid, and crisis intervention training tailored to event or sport-specific challenges

Staff are qualified Safeguarding Officers, with mental health first aid or mental health qualifications and experience in elite sport

Staff have event or sport-specific training and education including basic safeguarding concepts, definitions, and principles

Zone offers only self service activities

D. Collaboration

- Map the overlapping functional areas (e.g., safeguarding, medical, local organising committee (LOC) operations, volunteers, etc.) and clarify processes for referrals, reporting, and coordination

E. Sponsors & Funding (if applicable)

- Utilise sponsorships from brands interested in athlete welfare to co-deliver the space

Offer co-naming rights and partnership through digital communication campaigns

Obtain sponsor specific equipment or get 'in-kind' donations (e.g. access to a mindfulness app)

Zone offers

F. Cultural Adaptation

- Translate research design activities for athletes in a relates to langu

The Level

Ethics: Adv significant resources.

Practical: moderate strategic p

Essential: recomm resources

G. Location

- Engage the LOC to place the Safe Sport Zone strategically, ideally away from high-traffic or noisy areas but near residential or fitness centres, to enhance accessibility.

H. Services & Activities

- Ensure spaces are welcoming, stigma-free zones. Natural and artificial light, gentle sounds, and a minimalist layout should be used to create an environment where athletes feel comfortable and relaxed. Soft, reclined seating is optimal and if possible, provide an area for stretching. In addition, decide which evidence-based activities to offer. For example:

Mental Health promotion

- Provide guided mindfulness programs, (e.g., through Virtual Reality (VR)), to enhance focus and reduce stress.

- Provide exercises to promote gratitude and creativity: Encourage athletes to engage in evidence-based art therapy activities (e.g., participating in collaborative art projects or doodling).

- Promote breathing exercises: Offer self service areas and encourage guided breathing exercises to help athletes regulate stress and improve concentration.

Access to care

- Offer safeguarding support services and first response mental health care as a walk-in service.
- Provide a discreet room where you can have confidential conversations with participants seeking help and support



Obtain sponsor specific equipment or get 'in-kind' donations (e.g. access to a mindfulness app)

Mental Health promotion

- Provide guided mindfulness programs, (e.g., using easily available mindfulness tools including apps such as Calm, Headspace, or open resources on YouTube)
- Provide exercises to promote gratitude and creativity: Encourage athletes to engage in evidence-based art therapy activities (e.g., participating in collaborative art projects or doodling)
- Promote breathing exercises: Offer self service areas and encourage guided breathing exercises to help athletes regulate stress and improve concentration

Access to care

- Clear signposting of help e.g. contact details for safeguarding support mental health care

Mental Health promotion

- Promote mindful exercise self service areas and e.g., guided breathing help athletes regulate stress and improve concentration

Access to care

- Offer referral to safeguarding support services and care

I. Communication

- Include details of the space in event information shared in advance to teams, athletes, entourage, etc.
- Use culturally appropriate, multilingual signposting across all venue and athlete spaces
- Support on-site signposting with digital awareness campaigns.

L. (If incorporating) Access to first response mental health care

- Coordinate with medical teams or safeguarding experts to refer to clinical mental health services with on-call psychiatrists for urgent or after-hours needs

M. Confidentiality

- Protect all sensitive information and ensure only necessary personnel have access
- Respect local data protection laws and organisational confidentiality rules

DURING COMPETITION

J. Help seeking environment

- Volunteers should not handle consultations or make recommendations on sensitive issues
- Encourage athletes to use the space while also respecting their need for privacy - be mindful that athletes may want to focus on their performance

K. (If incorporating a Safeguarding Officer) Managing concerns

- Follow clear procedures for reporting and addressing safeguarding issues including escalation pathways and data protection in collaboration with other functional areas in your organisation (e.g., ethics, legal, etc.)

- Use secure messaging tools and ensure emergency contacts are pre-loaded for immediate action

- Collaborate with other safeguarding stakeholders involved in the event, (e.g. welfare officers in participating delegations)

POST COMPETITION

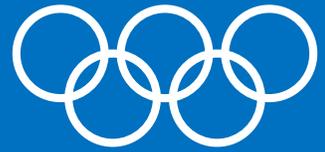
N. Evaluation

- Assess policies, services, and interventions to identify successes and areas for improvement
- Use insights to update safeguarding protocols, mental health support plans, and training programs

O. Follow-Up

- Identify ongoing support needs for staff or volunteers affected by traumatic situations





IOC consensus statement: interpersonal violence and safeguarding in sport

Yetsa A Tuakli-Wosornu ,^{1,2} Kirsty Burrows,³ Kari Fasting,⁴ Mike Hartill ,⁵
Ken Hodge,⁶ Keith Kaufman,⁷ Emma Kavanagh,⁸ Sandra L Kirby ,⁹
Jelena G MacLeod ,^{10,11} Margo Mountjoy ,¹² Sylvie Parent ,¹³
Minhyeok Tak,¹⁴ Tine Vertommen ,^{15,16} Daniel J A Rhind¹⁴

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Safeguarding Athletes from Harassment and Abuse

For: Athletes & Entourage

- Led by experts and athletes
- Free to take and to share
- Certificate of completion



IOC Female Athlete Health

For: Female Athletes & their Entourage

- 13 interactive modules
- Free to take and to share



Draw the Line

For: Athletes

- Interactive scenario-based learning
- Focus on different forms of harassment and abuse
- Certificate of completion



IOC Consent in Sport

For: Athletes & their Entourage

- 13 interactive modules
- Educational resource to understand the concept of consent and help recognise breaches
- Available in the Athlete 365 page



IOC Sexual Harassment & Abuse

For: Athletes, Entourage & Sports Organisations

- 9 interactive video clips
- First person accounts
- Free to take and to share

HEALTHY BODY IMAGE



Healthy Body Image

For: Athletes, parents and coaches

- Video series
- Focus on healthy eating and exercise habits



IOC Safeguarding Toolkit
For: IFs, NOCs, NPCs and NF, clubs, athletes and entourage



IOC Safeguarding Webinar Series
For: NFs
 - 9 webinars by National Olympic Committees



IOC Safeguarding Webinar Series
For: IFs
 - 10 webinars by world leader experts



IOC Certificate: Safeguarding Officer in Sport
For: IFs, NOCs, NFs
 - 7 modules by world leader experts
 - Lectures and assessments



IOC Safe Sport Entourage Fact Sheet

Performance

For: on the field coaches, sport scientists, trainers, etc



IOC Safe Sport Entourage Fact Sheet

Health and well-being

For: doctors, physios, counsellors, health professionals



IOC Safe Sport Entourage Fact Sheet

Sports Organizations

For: NOCs, IFs and NFs



IOC Safe Sport Entourage Fact Sheet

Family and friends

For: parents, partners, friends and siblings



IOC Safe Sport Entourage Fact Sheet

Legal and commercial

For: lawyers, agents and sponsors



IOE Mental Health In Elite Athletes Toolkit

For: IFs, NOCs, NPCs and NF, clubs, athletes and entourage



IOE Mental Health Certificate & Diploma

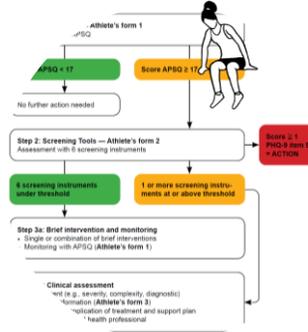
For: Athletes' entourage, sports medicine physicians, psychiatrists, and other qualified mental health professionals



#MENTALLYFIT

For: Athletes

Tools and education to support athletes with their mental wellness



Sport Mental Health Assessment Tools

For: SMAHT - sports medicine physicians, psychiatrists, and other qualified mental health professionals
SMHRT – for athletes' entourage



MINDFUL SOCIAL MEDIA

For: Athletes

To help athletes recognise the signs that social media may be negatively affecting their mental health



SLEEP TO COMPETE

For: Athletes

To help athletes understand how prioritising good quality sleep is vital to your health, well-being and performance



SAFEGUARDING ESSENTIALS
FOR SAFEGUARDING FOCAL
POINTS COURSE MANUAL



TRAIN-THE-TRAINERS
WORKSHOP FACILITATION GUIDE

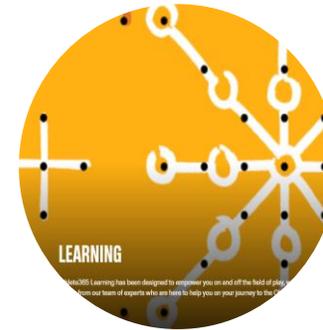


SAFEGUARDING ESSENTIALS
WORKBOOK



Train-the-Trainers Safeguarding Essentials for Safeguarding Focal Points

For: Internationally certified safeguarding officers

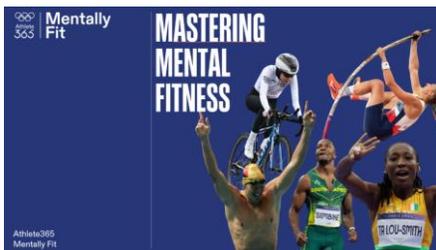


Safeguarding Essentials for Young athletes

For: Young athletes

Safeguarding Essentials for young athletes allies

For: Young athletes' entourage



IOC Train-the-Trainer Mental Health Awareness Workshop

For: Internationally certified safeguarding officers
Mental health practitioners



**IV CLASSIFICATION
TOOL**

**RESPONSE
FRAMEWORK**



**TRAUMA-
INFORMED
INVESTIGATOR
TRAINING**

**GUIDELINES FOR
TRAUMA-
INFORMED
INVESTIGATION**

INTERNATIONAL SAFE SPORT FRAMEWORK

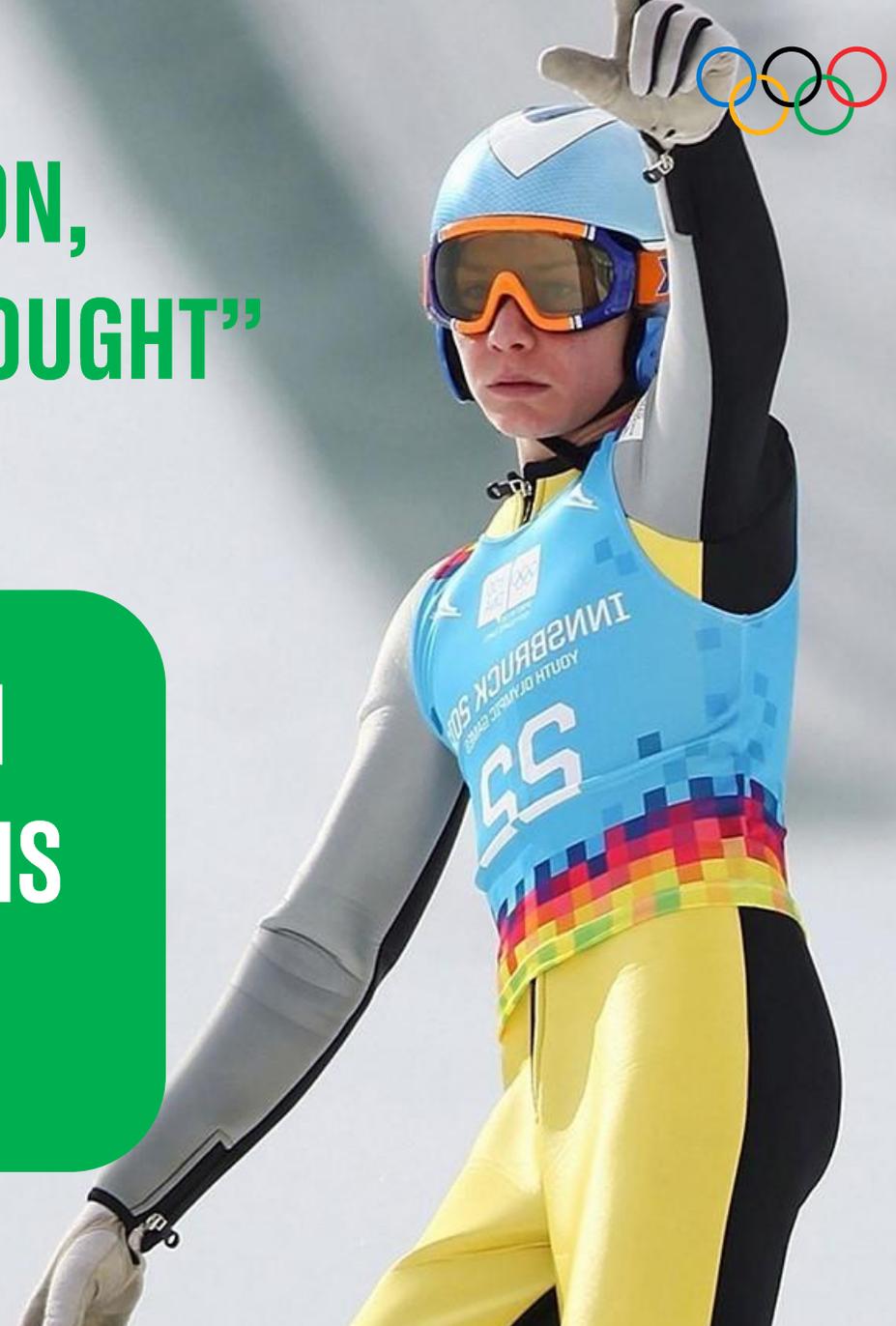
TAKEAWAYS



- ✓ Safe athletes **ARE** strong athletes
- ✓ Safe Sport protects athletes from harm **AND** unlocks their full potential
- ✓ Safe Sport protects sport **AND** everyone in sport
- ✓ Safe sport is **EVERYONE'S** responsibility
- ✓ Policies protect on paper, people and culture protect in practice
- ✓ **NO SAFE SPORT, NO EXCELLENCE**

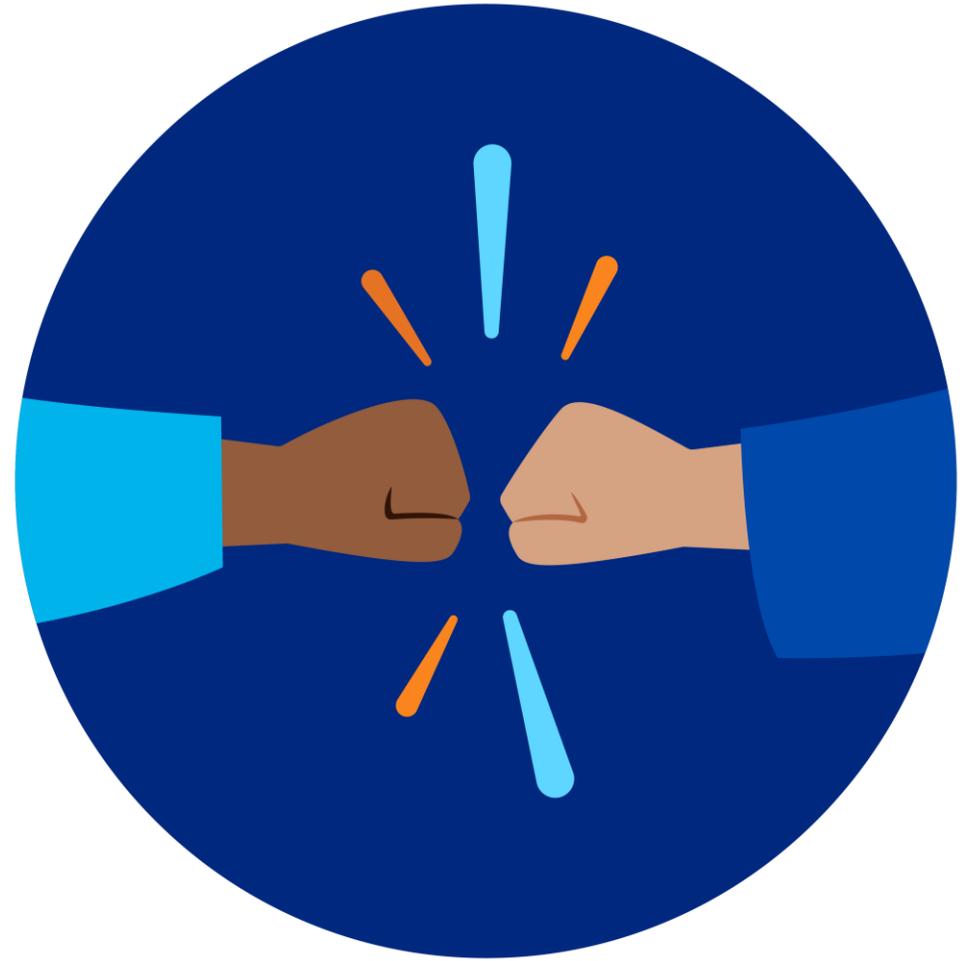
**SAFE SPORT IS NOT AN ADD ON,
A DISTRACTION OR AN “AFTER THOUGHT”**

**SAFE SPORT IS THE FOUNDATION
THAT MAKES EXCELLENCE, DREAMS
AND GOALS POSSIBLE**





QUESTIONS?





International
Olympic
Committee



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THANK YOU
GRACIAS
DANKE
XIE XIE
OBRIGADO
TESEKKÜR EDERİM
SPASIBO
SHUKRAN
ARIGATO