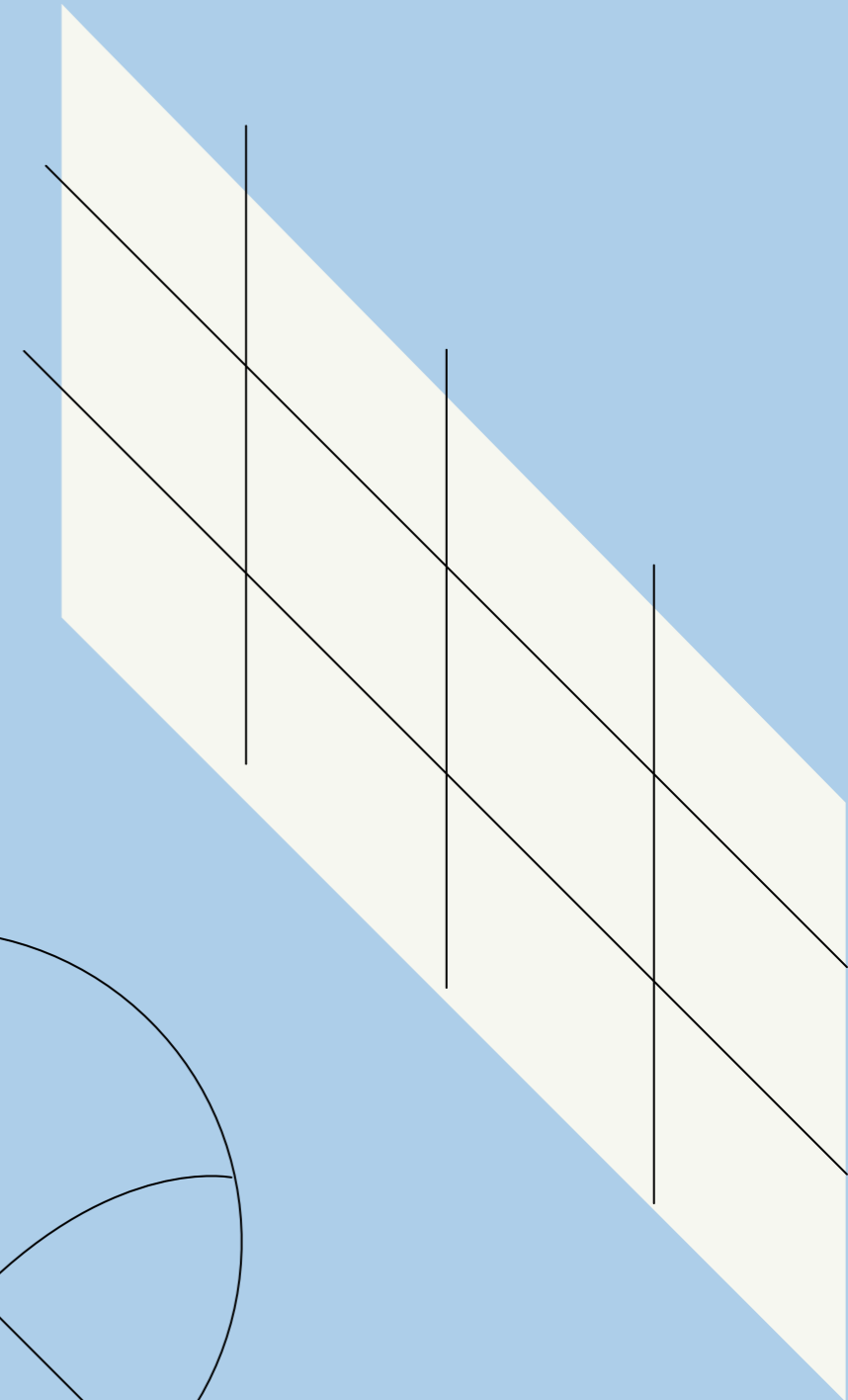
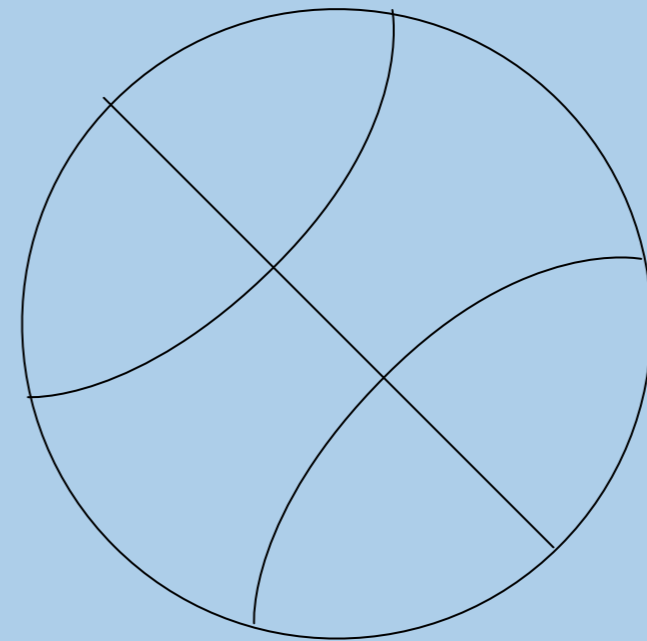
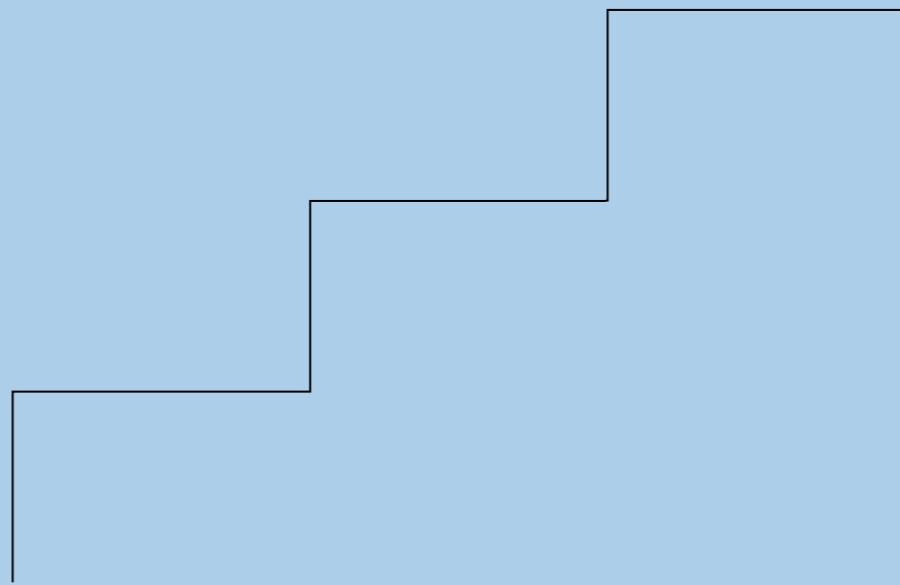
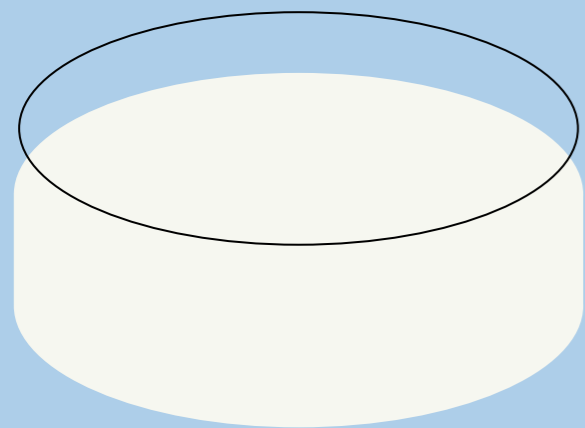
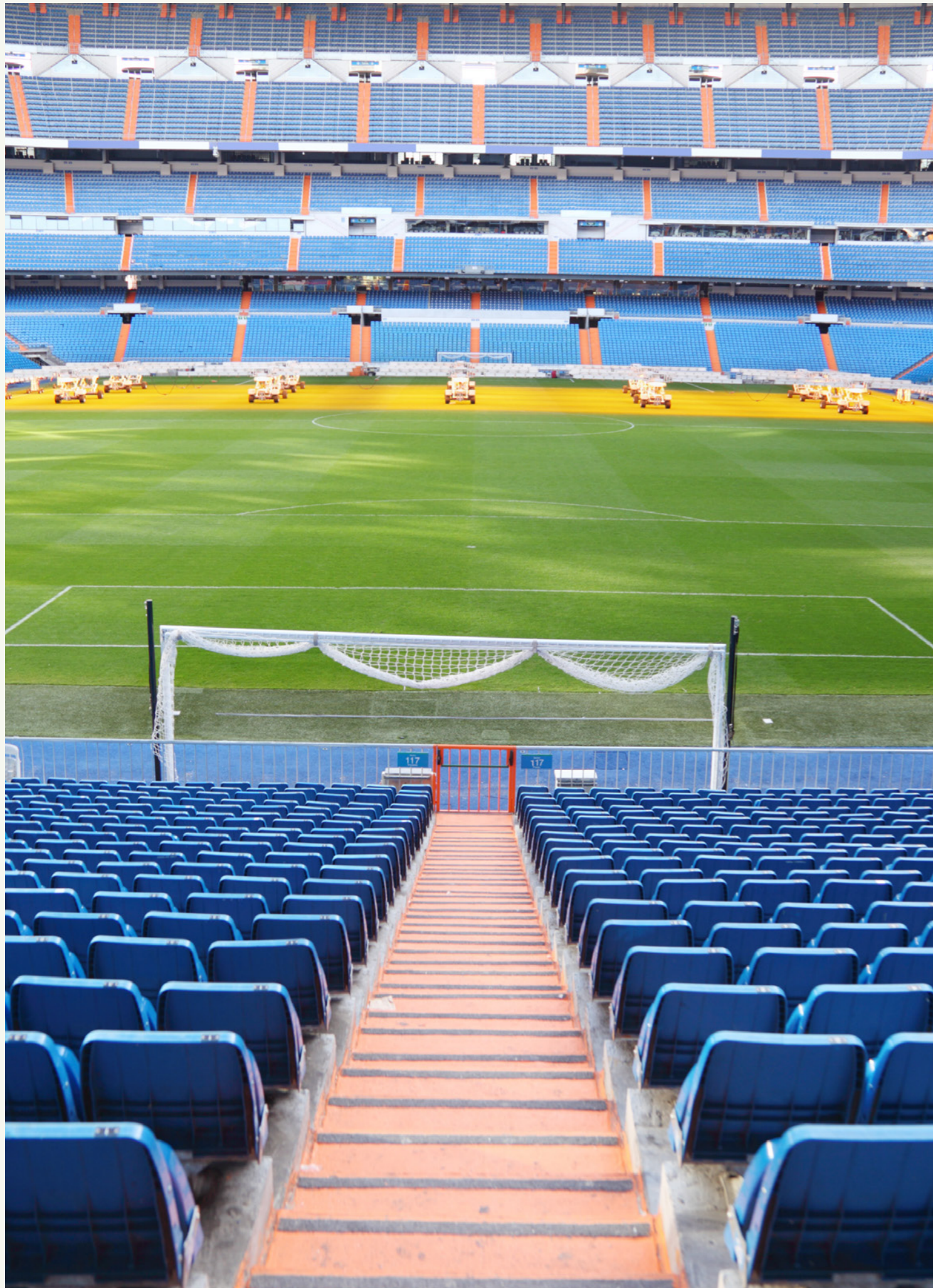


# ESTABLISHING EFFECTIVE SAFE SPORT ENTITIES



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# INTRODUCTION

The endemic, appalling and systemic abuse of athletes in global sport has triggered a rush to establish safe sport entities designed to prevent, investigate and respond to cases of maltreatment.

While potentially a step in the right direction, these processes have so far displayed significant shortcomings in purpose, culture, capacity, expertise and transparency – often exacerbating harm for victims and survivors. This guide, created by the World Players Association in consultation with The Army of Survivors and the Sport & Rights Alliance, identifies the key principles and essential functions to be embedded in any safe sport entity.

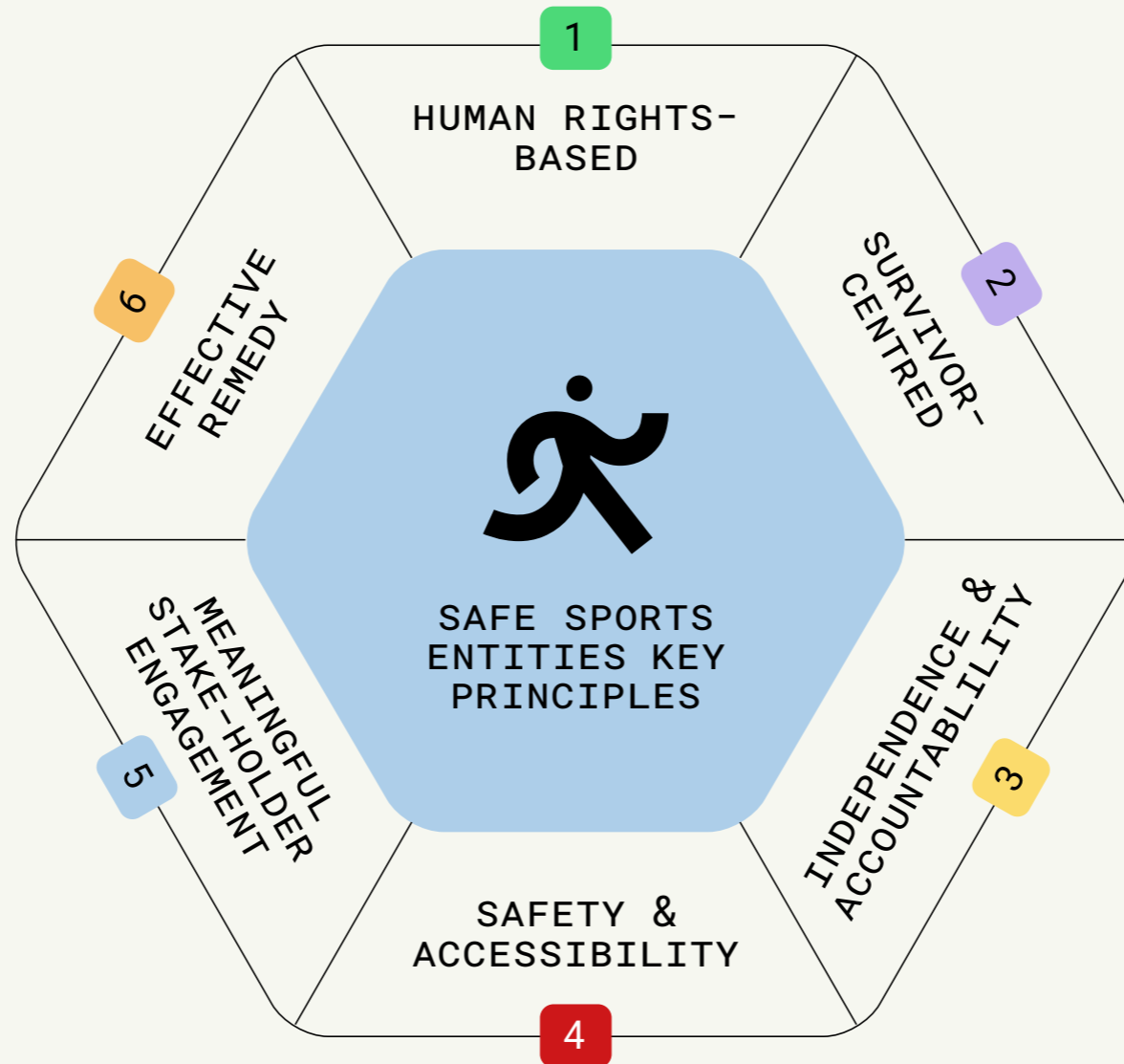
World Players' [2021 Census of Athlete Rights Experiences \(CARE Report\)](#), conducted in partnership with Loughborough University, found that more than one third of athletes have experienced physical abuse, 13% at least one form of sexual abuse and 61% emotional abuse. Unfortunately, the harm does not stop there. Athletes who seek help, even from designated safe sport entities, often face an abysmal lack of reporting and investigatory mechanisms or are further re-traumatised and put in harm's way through ineffective and unsafe processes - decreasing the likelihood of others speaking up. This guide is designed to provide sports bodies, governments, player associations, civil society organisations and other stakeholders with a clear benchmark to ensure safe sport entities are able to prevent, investigate and respond to abuse in a manner that protects the safety, humanity, dignity and voice of impacted athletes.



This guide strives to address this gap by identifying **6 Key Principles** and **5 Key Functions** of safe sport entities:



# 6 KEY PRINCIPLES FOR SAFE SPORT ENTITIES



## 1 HUMAN RIGHTS-BASED

- International Human Rights standards, including the United Nations Guiding Principles for Business and Human Rights and the 'do no harm'-principle, need to build the very foundation on which the safe sport entity is built
- These standards will then provide the benchmark for its development, its processes and outcomes

## 2 SURVIVOR-CENTRED

- Compensated, trauma-informed & safe inclusion of survivors and athletes
- The voice of survivors must be front and centre of both the development and operations of the safe sport entity
- It must be ensured that embedding the lived experiences and expertise of survivors happens in a safe, trauma-informed & non-exploitative way

## 3 INDEPENDENCY & ACCOUNTABILITY

- The governance structure needs to be fully detached from sports bodies to ensure no actual or perceived conflict of interest, which in turn builds the trust of survivors and reduces the risk of retaliation
- In addition to the voice of survivors the governance structure should also include players and their representatives
- The safe sport entity ultimately needs to be accountable to those whom it is supposed to serve - survivors, whistleblowers, witnesses, as well as athletes and their representatives

## 4 SAFETY & ACCESSIBILITY

- Ensure accessibility by providing holistic security for those coming forward, including making necessary legal, psychological, social and medical support available
- Ensure the safe sport entity has a visible presence and make available in an accessible way key information on the entity's functions, timelines, and methods, as well as the available support, such as mental health services
- Proactively raise awareness among athletes, coaches, staff and others on the entity's existence, its functions and the available support

## 5 MEANINGFUL STAKEHOLDER ENGAGEMENT

- Development and establishment must be grounded in meaningful engagement with civil society and affected groups
- Civil society organisations, including player associations, need to be included in the governance structures

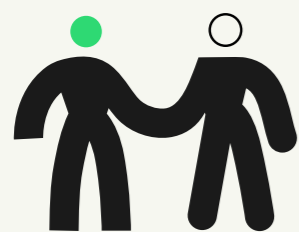
## 6 EFFECTIVE REMEDY

- The safe sport entity must provide and facilitate access to effective remedy for survivors, including access to compensation, mental health support, support groups, medical care, career counseling and reconciliation if desired
- Where the entity does not itself provide a grievance mechanism, it needs to guide survivors by signposting survivors to effective mechanisms and offering training about processes that are in place

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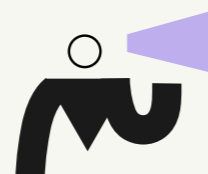
# 5 KEY FUNCTIONS FOR SAFE SPORT ENTITIES



1

## SUPPORT

- Ensure access to trauma-informed support services, including
  - ▶ medical support
  - ▶ physical protection, inc. by enforcing stay away orders and protection against retaliation
  - ▶ psychological counselling and/or mental health support
  - ▶ assistance
- Establish and administer support fund



2

## REPORTING

- Provide several safe, trauma-informed & survivor-centred reporting routes and avenues
  - Give ultimate control over the processes to the survivors
  - Refer criminal conduct to law enforcement, in accordance with requirements by law and the survivors' requests



3

## INVESTIGATION

- Conduct human rights compliant, trauma-informed & survivor-centred investigations
- Maintain confidentiality, anonymity & independence
- Refer criminal conduct to law enforcement agencies, in accordance with requirements by law and the survivors' requests
  - Report findings to disciplinary chambers



4

## REMEDY

- Provide effective & survivor-centred grievance mechanism
- Make effective legal aid available to facilitate access & effective representation of survivors
- Host and administer redress schemes for non-recent cases
- Offer parallel/complementary restorative justice routes
- Ensure that perpetrators and enablers are effectively banned and prevented from re-entering sport



5

## PREVENTION

- Serve as knowledge centre
  - Develop and conduct education programs
- Support policy development and monitor implementation
- Conduct international background screenings, including contacting prior leagues and clubs, before any involvement in activities or events

