



# How to prevent and react to sexual harassment and abuse in sport.

Terve spordi eest:

Treeneri ja spordiorganisatsiooni roll ning vastutus väärkohtlemise ennetamisel ja sekkumisel

Estonian Anti-Doping and Sports Ethics Foundation

Tallin, Tuesday November 26<sup>th</sup> 2019

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Committee and Confederation of Sports

# Content:

- **Policies** in the organisation
- **Rules** defining unwanted/illegal actions
- **Education** in policies and rules
- **Procedures** for case management

# Policy

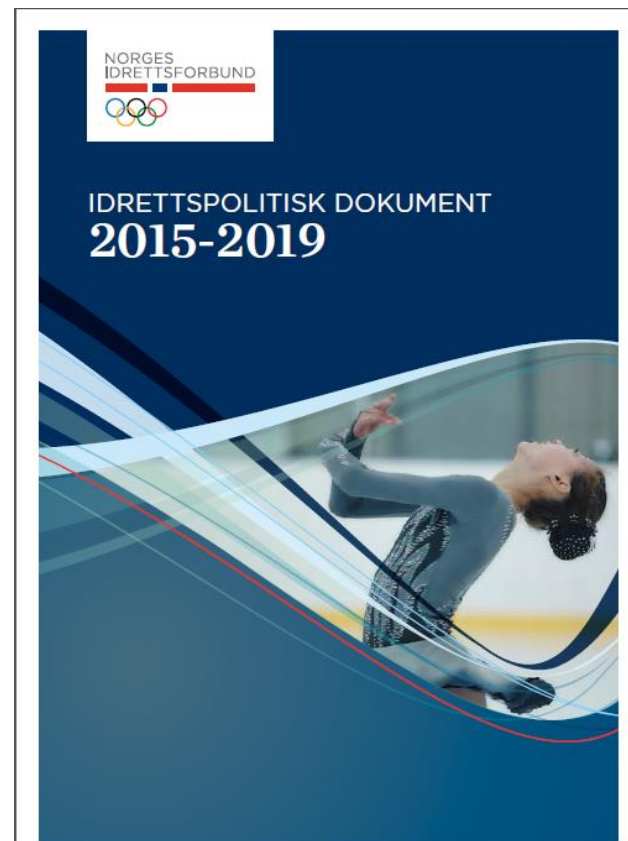
Vision:

***Joy of Sport***  
***– for All***

# Zero tolerance of discrimination and harassment

## Sport Policy Document - 6.4

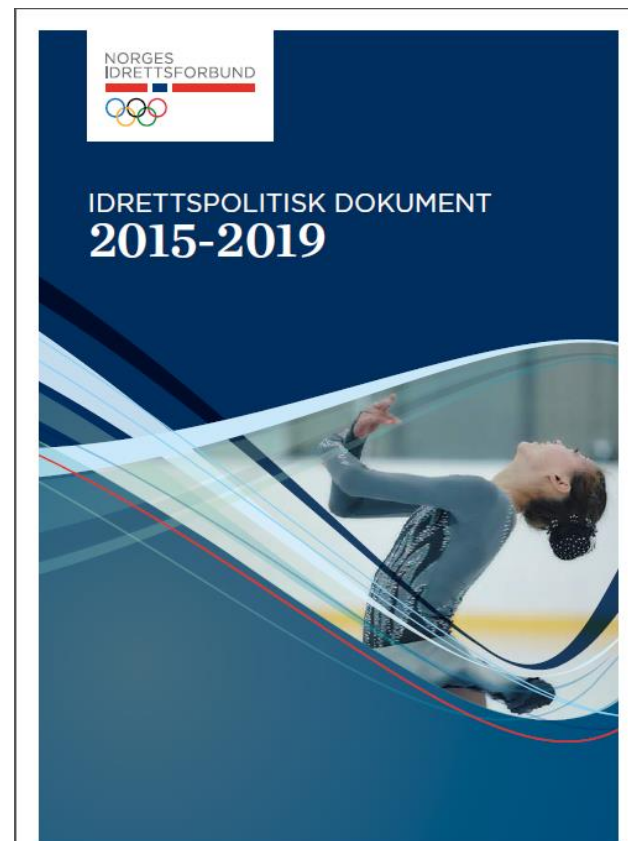
- Norwegian sport shall ensure zero-tolerance for any form of discrimination and harassment within sport <...>.



# Zero tolerance of discrimination and harassment

## Sport Policy Document - 6.4

- Norwegian sport shall ensure **zero-tolerance for any form of discrimination and harassment** within sport <...>.



# Zero-tolerance

=

There shall always be a reaction

***Relevant for  
your club?***





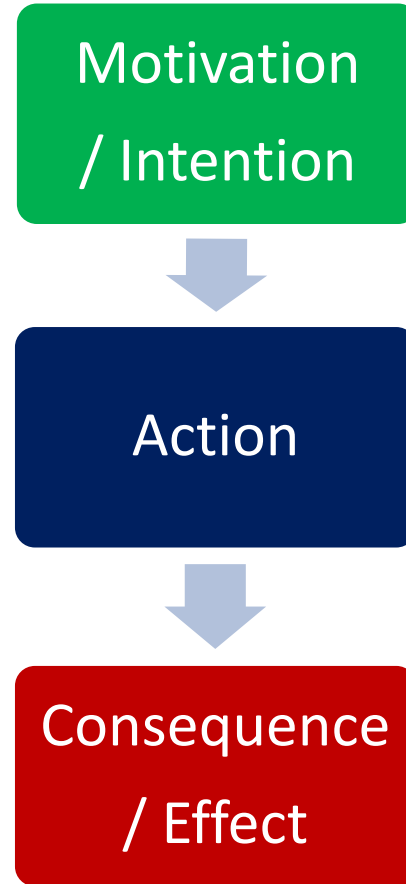
HJELPER: Fra sin posisjon i Idrettens Hus i Oslo, har Øvregård bistått mange personer og idre... [Les hele](#)

«Enten så *har* det skjedd hos oss, eller så skjer det hos oss *nå* eller så *vil* det skje i fremtiden. Og derfor må vi som idrettslag informere om NIFs veileder på neste styremøte og sørge for å ta opp temaet.»

**“Every sports club must now think [...] either it has happened in our club, or it happens now, or it will happen in the future”**

***You can not  
be neutral***

”It was not my  
intention to ...”



# Norway 2000-2017

2000: Research shows 28 % of female elite athletes have experienced sexual harassment in sport (Fasting & Sundgot-Borgen)

2000: Guidelines against sexual harassment

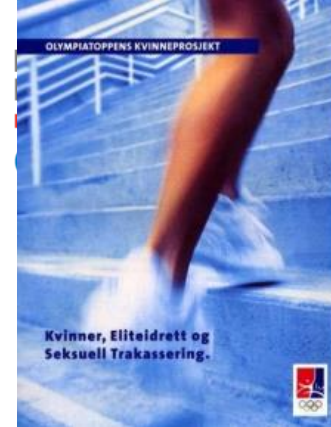
2009: Required police-checks (certificate) for those with responsibility for children or people with intellectual disabilities

2010: New revised guidelines against sexual harassment and abuse in sport

2011: A dedicated staff member

2013: Five films for use in education and preventive work

2017: Guide for dealing with cases regarding sexual harassment and abuse



INFORMASJON OM OG RETNINGSLINJER MOT  
SEKSUELL TRAKASSERING  
OG OVERGREP I IDRETTE



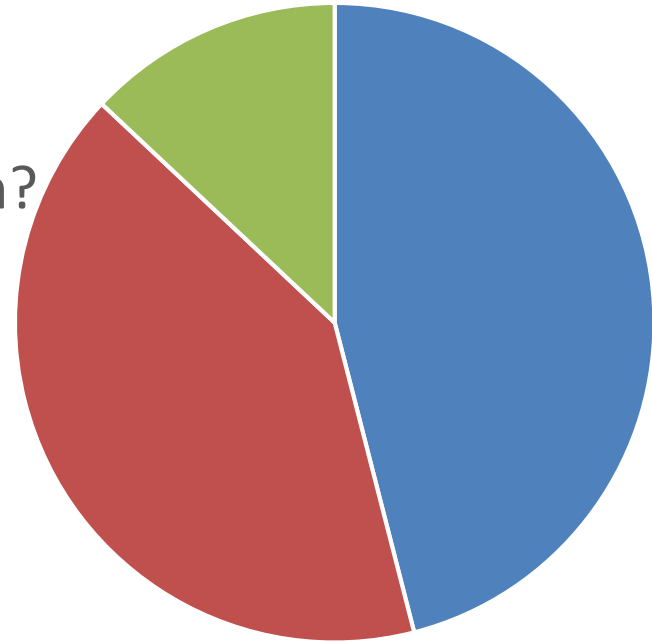
# 2017 Research: National federations

Work actively to make the national guidelines known in the organisation?

Yes: 46 %

No: 41 %

Don't know: 13 %



■ Yes ■ No ■ Don't know ■

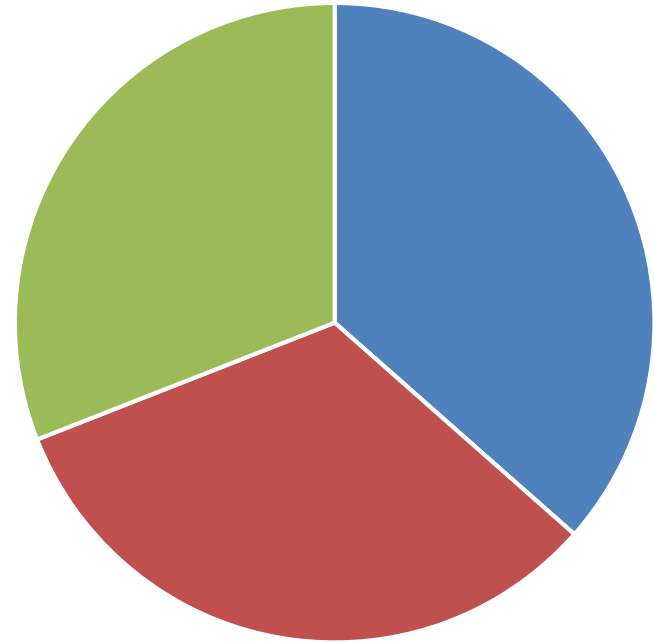
# 2017 Research: National federations

Sexual harassment and abuse:  
Topic in coach education?

Yes: 28 %

No: 33 %

Don't know: 39 %



■ Yes ■ No ■ Don't know ■

# National Federations are rewarded:

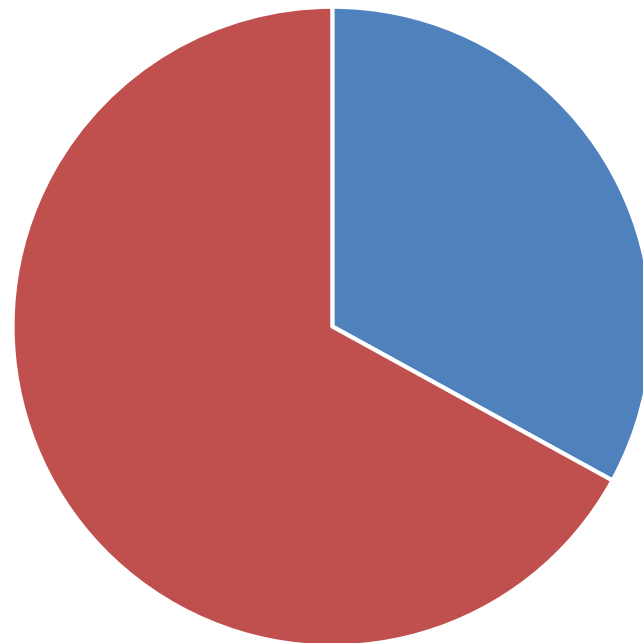
	0 NOK ( 0 € )	30.000 NOK ( 3.000 € )	60.000 NOK ( 6.000 € )
<b>Actions</b>	Little or none	<p>Work actively to make the <i>Guidelines against sexual harassment and abuse in sport</i> known in their own sport / sport clubs.</p> <p>Easily accessible information at the website about:</p> <ul style="list-style-type: none"> <li>- The national guidelines</li> <li>- Contact person for those who wants to report (cases, suspicions)</li> <li>- The national federations procedures for dealing with reports/cases</li> </ul>	<p>Work actively to make the <i>Guidelines against sexual harassment and abuse in sport</i> known in their own sport / sport clubs.</p> <p>Easily accessible information at the website about:</p> <ul style="list-style-type: none"> <li>- The national guidelines</li> <li>- Contact person for those who wants to report (cases, suspicions)</li> <li>- The national federations procedures for dealing with reports</li> </ul> <p>Specific measures for making the guidelines known among coaches in the federation, both at national and local level.</p> <p>Board-adopted procedures for dealing with reports/cases.</p>

# 2017 Research: National federations

Case during last two years?

Yes: 33 % (18 National Federations)

No / Not answered: 67 %



■ Yes ■ No / Not answered ■



# Rules



(2010)

GUIDELINES TO PREVENT  
**SEXUAL HARASSMENT  
AND ABUSE IN SPORTS**

NORWEGIAN OLYMPIC AND PARALYMPIC COMMITTEE AND CONFEDERATION OF SPORTS



# Guidelines (Rules)

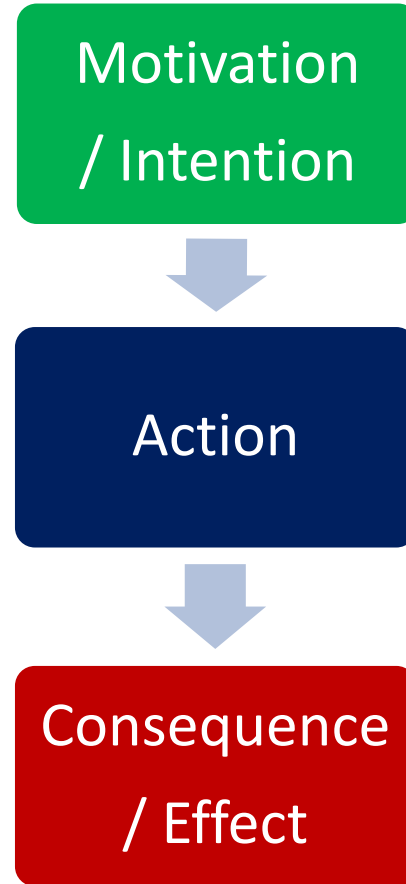
[https://www.idrettsforbundet.no/globalassets/idrett/idrettsforbundet/english/637\\_10\\_sexual-harassment\\_eng\\_web.pdf](https://www.idrettsforbundet.no/globalassets/idrett/idrettsforbundet/english/637_10_sexual-harassment_eng_web.pdf)

# *The following guidelines apply within all Norwegian sports:*



- 1. Treat everyone with respect, and refrain from all forms of communication, action or behaviour that may be perceived as offensive.**
2. Avoid body contact that may be perceived as unwanted.
3. Avoid all types of verbal intimacy that may be perceived as sexually charged.
4. Avoid expressions, jokes and opinions that relate to the athlete's gender or sexual orientation in a negative way.
5. Seek to have both sexes represented in the support network

”It was not my  
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FILM:

The Role of the Coach, Film 1

<https://www.youtube.com/watch?v=sNvLitky1xA>

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# **Sexual orientation (Lesbian, Gay, Bisexual)**

# LGB-participation in Norwegian Sport

Tabell 43. Medlem i organisasjoner<sup>a</sup>. Antall og prosent<sup>b</sup>.

	Selvrapportert seksuell orientering					
	Heterofile menn	Homofile menn	Bifile menn	Heterofile kvinner	Lesbiske kvinner	Bifile kvinner
<b>Fagforening eller arbeidstakerorganisasjon</b>	367	158	97	443	104	130
	46,5%	50,2%	44,7%	45,3%	52,8%	32,1%
<b>Bransje, nærings- eller yrkesorganisasjon</b>	84	35	17	61	11	24
	10,6%	11,1%	7,8%	6,2%	5,6%	5,9%
<b>Politisk parti</b>	107	53	42	83	23	52
	13,6%	16,8%	19,4%	8,5%	11,7%	12,8%
<b>Religiøs forening</b>	48	17	17	51	11	20
<b>Idrettslag eller idrettsforening</b>	196	26	38	170	27	56
	24,8%	8,3%	17,5%	17,4%	13,7%	13,8%
<b>bifile eller skeive, f.eks. LLH, Åpen kirkegruppe<sup>a</sup></b>		13,7%	4,6%		20,3%	3,2%

Source: Seksuell orientering og levekår (Uni Helse 2013), page 97

<http://www.bufetat.no/nyheter/Ny-levekarsundersokelse-om-lesbiske-homofile-og-bifile-i-Norge-Seksuell-orientering-og-levekar/>

# ”Coming-out”

*”Wednesday he told all his team-mates about his sexual orientation.  
– I have never been so nervous in all my life, says the 20-year old.”*

- Fear for the ”worst-case-scenario”
- How can we reduce this fear?
- Clear message **in advance**

- Clear message at first session with a team/group.
- *Example:*
  - *“in this club/team we have zero-tolerance for discrimination and harassment. Black or white, gay or straight, everybody shall feel at home.”*

# Zero-tolerance for homophobic language

- When you hear a word like "gay", "faggot", "lesbian", "dyke", etc.
  - React immediately
  - Ask: "What did you mean by that?"
  - State that homophobic language is not accepted in the sport club or in sport club related activities

# IOC



# IOC on sexual orientation

- 2014: Amendment to the Olympic Charter (Adopted at the 127th IOC Congress)

*The enjoyment of the rights and freedoms set forth in this Olympic Charter shall be secured without discrimination of any kind, such as race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status.*

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<http://sha.olympic.org>  
**Nine «personal stories»: Two about  
homophobia, one about transphobia**

**Jack's story**

Homophobia  
3mins 30secs



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- 6. Avoid contact with the athletes in private spaces unless there are several persons present or in agreement with parents/guardians or the sports management.**
7. Show respect for the athlete's, coaches and leader's private life.
8. Avoid dual relationships. If a reciprocal relationship is established, the situation should be raised and clarified openly in the milieu.
9. Do not offer any form of reward with the purpose of demanding or anticipating sexual services in return.
10. Take action and give notice if a breach of these rules is experienced.

FILM:

The Role of the Coach, Film 2

<https://www.youtube.com/watch?v=LEn0f-mkQbk>

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# Coach-athlete relationships



Need to underline **The responsibility of the Coach**

Recommendations on coach-athlete-relationships:

1. Coaches shall in general not engage in amorous or sexual relations with any of their athletes
2. If this still should happen, the coach shall immediately inform his/her superior (head coach, sport club president, etc), in order for the latter to decide if the relation shall have consequences for the coach
3. If, after such a relation, the athlete feel the coach has abused his/her relation to the athlete, this should have consequences for the coach

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Key challenges:

***FEAR***

***INSECURITY***



# How to overcome **fear** ?

... and feel confident enough to

- address the topic
- deal with cases

# Education

# Confidence to address the topic

## “The role of the coach”

- Five short films to be used in our work against sexual harassment and abuse
  - Coach education/training
  - Club events/meetings
  - Federation events/meetings
- Available online
  - <https://www.idrettsforbundet.no/tema/retningslinjer/seksuell-trakassering-og-overgrep/> (Norwegian)
  - <https://www.idrettsforbundet.no/english/the-role-of-the-coach/> (English and French subtitles)
- Accessible without any previous knowledge/training

*Fysisk berøring av en  
utøver under trening...*

Physical contact with an  
athlete during training ...

*Hva er ok?*

What is appropriate?

# Procedures

# Confidence to deal with cases



- Clear-cut and unambiguous rules for behaviour
  - Guidelines/rules formally adopted and recognised
- Recommendations for case management
  - Guide for dealing with cases
- Someone to call for help
  - Available competence (at NOC / other)

## Seksuell trakassering og overgrep



Seksuell trakassering og overgrep skal ikke skje i idretten, og er direkte i strid med idrettens visjon om idretts glede for alle. Likevel vet vi at seksuell trakassering og overgrep skjer i idrettssammenheng, ofte uten at det blir rapportert, håndtert og reagert på.

VEILEDER

HAR DU OPPLEVD?

HAR DU MISTANKE?

SKAL DU HÅNDTERE?



RETNINGSLINJER



FILMER



INFORMASJONSMATERIELL



POLITIATTEST



Kampanjen #starttøltalk bryter stillheten rundt seksuelle overgrep i idretten



Nulltoleranse for seksuell trakassering og overgrep

Denne siden skal gjøre det enklere å

### Kontakt

For mer informasjon, kontakt idrettskretsen eller NIF sentralt

- Kontaktinformasjon til idrettskretsene: [www.idrettsforbundet.no/idrettskretser/](http://www.idrettsforbundet.no/idrettskretser/)
- Ansvarlig rådgiver i NIF: Håvard B. Øvregård, tlf: 91 77 31 57 [havard.ovregard@idrettsforbundet.no](mailto:havard.ovregard@idrettsforbundet.no)

# Guide for dealing with cases regarding sexual harassment and abuse (December 2017)

- Easier to report
  - for victims of sexual harassment and abuse
  - for those suspecting sexual harassment and abuse
- Easier for the sport clubs to handle cases
  - Clear-cut advices
  - Step-by-step



## Veileder for håndtering av saker som gjelder seksuell trakassering og overgrep

Har du opplevd seksuell trakassering og/eller overgrep i idretten?	▼
Har du hørt om seksuell trakassering og/eller overgrep i idretten?	▼
Har du ansvar i eit idrettslag, og har fått informasjon om seksuell trakassering og/eller overgrep?	▼
Kva er seksuell trakassering og seksuelle overgrep?	▼
Kva skal idrettslaget gjere når det vert varsla om seksuell trakassering eller overgrep?	▼
Saksgang i idrettslaget	▼
Idrettslaget skal føre logg for kvar sak	▼
Handtering av informasjon	▼
Ta vare på dei involverte	▼
Reaksjonar	▼
Kontakt	▼



- **Have you experienced**
- **Have you heard about**
- **Responsibility in sports club**
- **What is**
- **What shall the sports club do**
- **Case-handling**
- **Case-log**
- **Handling information**
- **Take care of people involved**
- **Reactions**
- **Contact**

## Have you experienced sexual harassment and / or abuse in sports?

- Talk about it with someone you trust.
  - Telling someone about the harassment / abuse assists you to put an end to it. It is important that you tell, so this person is not allowed to do the same to other people.
- Contact police and / or Assault centre if you have been subjected to abuse.
  - Police: tel 02800 / [www.politi.no](http://www.politi.no) (You may ask to talk to someone working with sexual assault).
  - Assault centre: [www.overgrepsmottak.net](http://www.overgrepsmottak.net) / [www.dinutvei.no](http://www.dinutvei.no)
  - You can ask someone you trust to come with you to the police / assault centre.
- If you do not want or dare to talk to the police / assault centre, there are others who can assist you:
  - Public health nurse
  - Doctor / General practitioner (GP)
  - The alarm phone for children and adolescents (tel. 116 111)
  - Country coverage telephone for incest and sexually abused (tel. 800 57 000)
- In case of sexual assault, you are entitled to free legal counsel before you decide to report to the police. Read more here: <https://dinutvei.no/utsatt/251-rett-till-assistentadvokat>
  - Find legal assistance near you:  
<https://www.domstol.no/globalassets/upload/en/internett/domstol.no/straffesak/faste-bistandsadvokater.pdf>
- Tell your sports club, either the club manager or club chairperson.
- If you do not want or dare to contact the sports club, you can contact the responsible counselors at NIF: Håvard B. Øvregård, phone: 91 77 31 57, e-mail: [havard.ovregard@idrettsforbundet.no](mailto:havard.ovregard@idrettsforbundet.no)



**Have you experienced**

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**Reactions**

**Contact**

### Have you heard about sexual harassment and /or abuse in sports?

- Help the person who has experienced harassment / abuse.
- Contact the police if you know or are unsure of whether it is a crime
- Report the issue to the sports club
- Everyone has the duty to report to the police, if this will assist in preventing new abuses (according to §196 in the Norwegian penal code).
- If you do not want or dare to contact the sports club, you can contact the responsible counselors at NIF: Håvard B. Øvregård, phone: 91 77 31 57, e-mail: [havard.ovregard@idrettsforbundet.no](mailto:havard.ovregard@idrettsforbundet.no)

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**Are you in charge of a sports club and have been informed about sexual harassment and / or abuse?**

- Help the person who has experienced harassment / abuse.
- Contact the police if you know or are unsure whether the action is a crime.
- Contact the regional confederation for assistance in handling the case.
- Ensure that the case is dealt with in the sport club, see advice below.

- **Have you experienced**
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## What is sexual harassment and sexual abuse?

- Sexual harassment is unwelcome sexual attention that is offensive to the object.
  - It is the experience of the one offended, and not the intention of the actor, that determines whether it is sexual harassment.
- Sexual abuse is sexual actions with someone who has not or cannot give consent
- Criminal acts related to sexual harassment and abuse include:
  - Rape
  - Contact of genitals and breast
  - To take, save or convey sexualized images
- Sexualized action against children under the age of 16 years is always punishable by law.

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## What shall the sports club do when they are informed of sexual harassment or abuse?

- The sports club must take all messages seriously.
- Messages about sexual harassment and abuse must be handled by the leadership (club manager / club chairperson) in the main club.
- If a coach or someone in an elected position is contacted by someone about such a matter, they shall immediately inform the club manager or club chairperson.
- If the action is a violation against an adult, one should strongly encourage the person to report to the police him or herself. It is recommended to offer to accompany the person to the police.
- If the action is a violation against a minor one shall inform the parents, and in consultation with them report to the police
  - If one suspects that a parent has committed sexual abuse to the minor, one should contact the police directly or contact the local child welfare office.
- It is crucial that such matters be consider urgent.
  - In matters that may be a criminal offence, one should contact police on same day on phone 112 (emergency) or 02800.
    - If one is in doubt about what one should do, one should contact the police, present the matter and ask them for advice.
    - The sports club must clarify the follow-up of such cases with the police, in order not to interfere with the police investigations.
  - In other cases, the club leadership must handle the matter as soon as possible, no later than one week from being informed.
    - For example, by appointing case officers from the board and invite the parties involved to (separate) meetings.
  - The sports club shall never prevent anyone to contact the police or advise anyone to not contact the police.
- Contact the regional confederation for assistance in handling the case.
  - Contact information to regional confederations:  
[www.idrettsforbundet.no/idrettskretser/](http://www.idrettsforbundet.no/idrettskretser/)



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## How to handle cases in the sports club

- It is the main board in the sports club that handles and makes decisions in the case.
  - As with other matters, the board should assess any conflict of interest, and this should be noted by relevant protocols.
- All matters shall be followed up irrespective of whether the police were involved.
  - And whether or not an accused person is convicted, or if a sentence ends with a denial or a sentence is abandoned.
- The board should appoint two case officers among the board members, preferably one of each sex.
- While prosecuting is under the police or judicial system, the sports club must:
  - Assess whether the case should be submitted to NIFs own legal bodies for suspension of involved person (s).
  - Ask the person (s) accused for having committed sexual harassment or abuse to have a retracted role in the club until the case is handled.
  - Consider retrieving new police certificate (s).
- Things that are not police cases or which have been completed by the police / judicial system shall be followed up by the board by the case officers.
- The case officers should have separate meetings with those involved, and assess whether one should retrieve other information. Based on this, they make a report to the board, including a proposal for the board's decision in the case.
- The sports club is encouraged to contact the regional confederation in such matters.
  - Contact information to regional confederations:  
[www.idrettsforbundet.no/idrettskretser/](http://www.idrettsforbundet.no/idrettskretser/)

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- **Case-log**
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- **Take care of people involved**
- **Reactions**
- **Contact**

## The sports club must keep a log for each case

- The leadership in the sports club must always create a case log when it comes to messages that are subject to sexual harassment or abuse. Here you can list different events, actions and contacts in the case, including date, time and type of action.
- The log can be in this form:
  - [Date] [Time] X received telephone / e-mail about the case from person Y
  - [Date] [Time] X talked to the club administrator about the case
  - [Date] [Time] Club administrator talked to person Y
  - [Date] [Time] Club administrator informed the chairperson of the board
- Avoid writing personal information in the log.
- The aim for the log is to have a clear and detailed overview of the sports club's handling of the case. This contributes to a proper handling internally, but is also important if the case at a later stage should be investigated by the police or the media.
- Log and all other case information must be handled confidentially and by as few persons as possible.

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### Handling of information:

- The board shall ensure that information about the matter is not communicated to anyone beyond those who handle the case.
- In matters that may be a criminal offense, the sports club must ask the police for advice before informing others in the group / sports club, for instance the parents / guardians of other children in the sports club.
- Rumors and gossip makes a police investigation / the sports club's handling of the case more difficult, and adds unnecessary hardship to the people concerned.

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### Take care of those involved

- The leadership in the sports club must take care of those involved, and facilitate the handling of charges without causing unnecessary strain.
- The sports club has a specific responsibility to take care of the person who may have experienced harassment or abuse and to facilitate his/her ability to continue to be an active member of the sports club.

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## Reactions

- Sexual harassment, abuse, and violations of NIF's Guidelines can be sanctioned by NIF's penal code.
  - This means that a sports club, or any other organizational level in NIF, can press charges to the NIF sports court.
  - The NIF sports court can suspend the accused while waiting a final decision, and after that there may be a verdict /reaction that includes exclusion from all participation in Norwegian sport.
  - When a sports club considers to press charges to the NIF sports court, they should contact the regional confederation for guidance.
- If sports clubs want to adopt / give other reactions, one should contact the regional confederation for advice.

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## Contact

- For more information, contact the regional confederation or NIF centrally
  - Contact information to regional confederations:  
[www.idrettsforbundet.no/idrettskretser/](http://www.idrettsforbundet.no/idrettskretser/)
  - Responsible consultants in NIF: Håvard B. Øvregård, tel: 91 77 31 57, e-mail: [havard.ovregard@idrettsforbundet.no](mailto:havard.ovregard@idrettsforbundet.no)

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# Allocation: Who is responsible?

- The responsible body for the arena/ situation where the action(s) happened
- Other bodies where the person has responsibilities:
  - Must also consider the case
    - Each body decides who they give mandates/ responsibilities
- What to do if the case is badly/not managed?
  - The possibility for a superior body to ask about the case

# Different jurisdictions/regulations?

Regulations	Responsible	
(National) Penal Code	Police / Courts	If potential crime <b>PRIORITY</b>
(National) Labour regulations		If employee
National Sport Law	National Sport Conf	If the person should be banned from sport
Guidelines		<b>ALWAYS</b>

# What is to be «solved»?

- Police/Court:
  - Are the laws violated?
  - Shall there be a punishment in court?
- Sport body:
  - Are the sport rules (laws/guidelines) violated?
  - Do the violations have consequences for the persons trust?
- Risk for future sexual harassment and abuse
- Likelihood for victims to continue in sport
- Zero tolerance = There shall always be a reaction

# How to gain trust from the victim?

- Listen!
- DO NOT question the validity of the persons story!
- State that “what you have described shall not happen in our sport”
- Explain how the case will be followed up
- Do not ask the victim about how the case shall be followed up, reactions, etc.
  - Instead: Present your proposal, and ask for feedback
- Provide the victim with someone he/she can contact for help/advice
- Do not advice the victim against contacting police, lawyer, media



# How to ensure a fair process?

- Conditions for reactions that have consequences for the persons responsibilities, work or position:
  - The case managers have met and heard the victim describe the actions
  - The person shall be informed about the actions
  - The person shall be informed about the identity of the victim
- Labour legislation/regulations shall be followed for employees
- Non-employee functions is a question of trust
  - Trust is not something you can demand
  - Trust is something you must earn
- The person should also be able to contact someone for advice
- Do not advice the person against contacting police, lawyer, media

# Summary (how to react):

- Procedures for case management
- Rules that includes risk-behaviour
- Trust from the victim
- Someone to call for help and advice

# We recommend Norwegian clubs to:



- Make coaches aware and confident by:
  - Addressing the topic at coach-meetings
  - Mention the Guidelines in coaches contracts
- Make it easier (for victims and others) to report by:
  - Addressing the topic at athlete-meetings / parents-meetings
  - Disseminate the educational videos (at facebook etc.)
  - Provide online information about how to report
- Take all reports serious and handle cases properly by:
  - Adopt procedures for dealing with cases (adopt the “Guide”)

***You can not  
be neutral***

Vision:

***Joy of Sport***  
***– for All***

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**Senior adviser**

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**[www.idrettsforbundet.no/english](http://www.idrettsforbundet.no/english)**

**The Norwegian Olympic and Paralympic  
Committee and Confederation of Sports**