

IOC FRAMEWORK FOR SAFEGUARDING ATHLETES AND OTHER PARTICIPANTS FROM HARRASSMENT AND ABUSE IN SPORT (GAMES TIME PERIOD)

(HEREINAFTER THE “FRAMEWORK”)

1. PREAMBLE

This Framework has been established by the Athletes', the Athletes' Entourage, Medical and Scientific and Women in Sport Commissions of the International Olympic Committee (the “IOC”).

This Framework is pursuant to Olympic Agenda 2020, Recommendation 18: Strengthen support to athletes, and the 2015 7th IOC International Athletes Forum, Recommendation 2d: Development of education materials on all issues of athlete welfare, including non-discrimination, prevention of harassment and abuse in sport.

This Framework is supported by Article 1.4 of the IOC Code of Ethics which states:

“Respect for the universal fundamental ethical principles is the foundation of Olympism...These include...Respect for international conventions on protecting human rights insofar as they apply to the Olympic Games’ activities and which ensure in particular...rejection of all forms of harassment, be it physical, professional or sexual, and any physical or mental injuries.”

2. OBJECTIVE

This Framework is intended to help safeguard Athletes and other Participants from harassment and abuse in sport during the Games Time Period.

3. SCOPE OF APPLICATION

3.1 This Framework applies:

- i. During the Games Time Period of each edition of the Olympic Games;
- ii. To all Participants of each edition of the Olympic Games;
- iii. To alleged incidents of harassment and abuse.

3.2 For the purposes of this Framework:

- i. “**Participants**” shall mean all those listed under Rule 59.2 of the Olympic Charter, namely, individual competitors (Athletes) and teams, officials, managers and other members of any delegation, referees and jury members and all other accredited persons;
- ii. The “**Games Time Period**” shall mean the time between the opening and closing of the Olympic Village ;
- iii. “**Harassment**” as stated in Article 1.4 of the IOC Code of Ethics or “**harassment and abuse**” includes psychological abuse, physical abuse, sexual harassment and neglect. These forms of harassment and abuse may occur in combination or in isolation.

“**Psychological abuse**” means any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation, infantilisation, or any other treatment which may diminish the sense of identity, dignity and self-worth.

“**Physical abuse**” means any deliberate and unwelcome act - such as for example punching, beating, kicking, biting and burning - that causes physical trauma or injury. Such act can also consist of forced or inappropriate physical activity (e.g., age-, or physique- inappropriate training loads; when injured or in pain), forced alcohol consumption, or forced doping practices.

“**Sexual harassment**” means any verbal or physical conduct of a sexual nature, which is unwelcome, or where consent is coerced, manipulated or cannot be given. Sexual harassment can take the form of sexual abuse.

“**Neglect**” within the meaning of these Guidelines means the failure of a coach or another person with a duty of care towards the athlete to provide a minimum level of care to the athlete, which is causing harm, allowing harm to be caused, or creating an imminent danger of harm.

Harassment and abuse can be based on any grounds including race, religion, colour, creed, ethnic origin, physical attributes, gender, sexual orientation, age, disability, socio-economic status and athletic ability. It can include a one-off incident or a series of incidents. It may be in person or online. Harassment may be deliberate, unsolicited and coercive.

Harassment and abuse often result from an abuse of authority, meaning the improper use of a position of influence, power or authority by an individual against another person.

Further details and examples of what can constitute harassment and abuse can be found in the IOC Consensus Statement: Harassment and Abuse in Sport (2016).

4. PREVENTIVE MEASURES

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

5. THE IOC SAFEGUARDING OFFICER

An IOC Safeguarding Officer, who will be present at the Olympic Village throughout the Games Time Period, shall be responsible for:

- i. Documenting all reports of harassment and abuse during the Games Time Period;
- ii. Determining whether a follow-up is warranted, and if so, following-up accordingly;
- iii. Recommending whether a case should be:
 - a) Submitted to the IOC Disciplinary Commission; and
 - b) Notified to local authorities, as appropriate and necessary pursuant to local law. For clarity, the local authorities are responsible for determining whether to conduct a criminal investigation in relation to an alleged incident; and
- iv. Providing support to any concerned persons.

6. REPORTING AND PROCEDURE FOR ADDRESSING INCIDENTS OF HARASSMENT AND ABUSE

6.1 Reporting

6.1.1 Anyone may report an incident of harassment and abuse.

6.1.2 A number of reporting channels through which an alleged incident of harassment and abuse may be reported will be communicated prior to the Games Time Period. Reporting channels may include, in particular:

- i. The IOC Medical and Scientific Commission office
- ii. The IOC Integrity and Compliance Hotline;
- iii. The IOC Safeguarding Officer's e-mail address;
- iv. The prevention of harassment and abuse section of the Olympic Athletes' Hub called "Report it!" and
- v. The IOC Space.

6.1.3 Designated persons to whom an alleged incident of harassment and abuse may be reported to shall be identified and communicated prior to the Games Time Period. Such parties may include, in particular:

- i. The IOC Athletes' Commission members;
- ii. The IOC Safeguarding Officer;
- iii. The Polyclinic staff and
- iv. The IOC staff working at the IOC Space.

6.1.4 All reports through any reporting channel will be referred to the IOC Safeguarding Officer.

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

6.2 Procedure

6.2.1 If an alleged incident of harassment or abuse has occurred between persons belonging to the same International Federation ("IF") or National Olympic Committee ("NOC"), the incident shall be resolved by such IF or NOC, provided that it has an appropriate procedure for safeguarding Athletes/Participants.

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

7. DISCIPLINARY PROCEDURE

Any alleged incident of harassment and abuse during the Games Time Period which may constitute a breach of Article 1.4 of the IOC Code of Ethics, may give rise to the IOC initiating disciplinary proceedings.

8. CONFIDENTIALITY

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

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

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