



Mee-Lee Leung

***Hon. Deputy Secretary
General***

***Sports Federation and
Olympic Committee of
Hong Kong, China.***

Brief background of the Presenter

- ***Athletic experience: 1960s-1970s***

High school athlete in Hong Kong

Representing Hong Kong in basketball, volleyball and track

University athlete in U.S.A.

- ***Coaching experience: 1970s to 1980s***

Coaching high school teams in Hong Kong

Coaching university teams in U.S.A and Hong Kong

Coaching community teams in Hong Kong

- ***Administrative experience: 1980s-2010***

Administration in Universities' P.E. Departments

- ***Involvement in sports organization management: 1980s-now***

University Sports Federation 1980-now

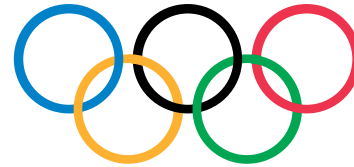
Sports Federation and Olympic Committee of Hong Kong, China 1980s -now

An athlete's guide to safe sport...



AN ATHLETE'S GUIDE TO SAFE SPORT...

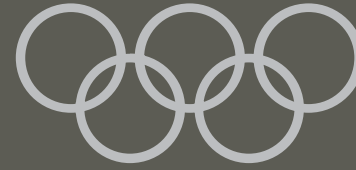




Defining the Problem

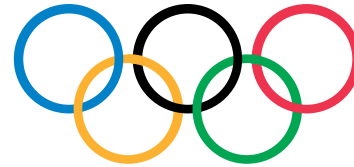
Harms caused by harassment and abuse still represents a blind spot for many sport organizations, either through fear of reputational damage or through ignorance, silence and collusion.

Recent case:



Over 1000 athletes in U.S claimed that they were one time or another sexually abused by their coach, manager, medical personnel and administrator.

“It was common around the gymnast as in gymnastics, there were chances where the coach will have physical contact with their athletes when they were giving support to their athletes during the routine.”

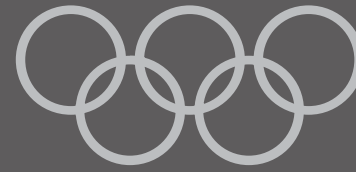


Reasons for higher risks of sexual harassment and abuse

Sexual harassment and abuse happens in all sports and at all levels. Prevalence appears to be higher in elite sports. Members of the athlete's entourage or peer athletes who are in positions of power and authority appear to be the majority of abusers. Males are more often reported as abusers than female. Both female and male athletes can be victims.

Athletes sports organizations without protection policies and procedures, education and training are of higher risk.

Power differences

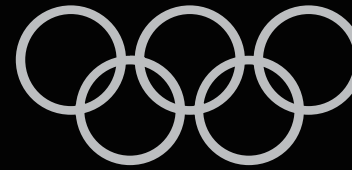


There is a power difference in the athletes' relationship with members of their entourage (coach, administrator and medical staff) if this power is being abused, it can lead to exploitative sexual relationship with athletes.

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



Impacts



Athletic Impacts

Physical (illness, injuries, performance loss, eating disorder)

Cognitive (Low self-esteem)

Emotional (volatile mood states)

Behavioural (drop out)

Mental health (anxiety, depression suicide)

Organizational Impacts

Reputational damage

Loss of players and fans

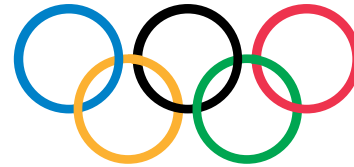
Loss of sponsorship

Reduced medal tally

Reduced public confidence

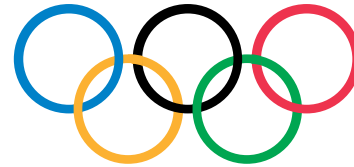
Loss of trust

Asset depreciation



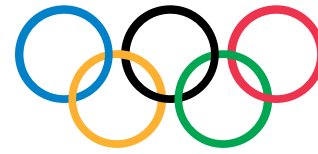
“It is incumbent upon all stakeholders in sport to both adopt general principles for safe sport ...and to implement and monitor policies and procedures for safe sport ...which state that: all athletes have a right to be treated with respect, protected from non-accidental violence...” and that “the welfare of athletes is paramount.”

IOC Consensus Statement: Harassment and Abuse in Sport (2016)



In 2017, the SF & OC of Hong Kong, China was invited by the IOC to be a member of the virtual task force in compiling the toolkit for IFs and NOCs on safeguarding athletes from harassment and abuse in sport.

This toolkit was sent to all NSAs on 7 December last year.



What athletes should do?

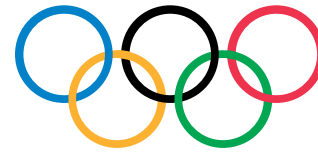
Do not say

"Me too"

Say

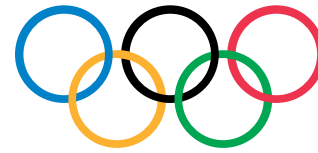
"NO"





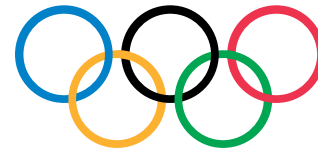
What athletes should do?

- Know your rights and responsibilities.
- Identify your support systems among and beyond entourage members.
- Support your peers and encourage them to speak out if they witness or experience non-accidental violence.
- Negotiate for a voice in decision making about your own protection



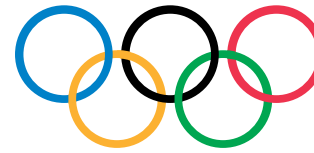
What sports organizations should do?

- Implement and monitor policies and procedures for safe sport.
- Deliver an education programme for all main stakeholders about how to engage in practicalities of preventing non-accidental violence.
- Appoint or work with qualified, designated personnel responsible for safe sport programming and athlete welfare.
- Listen to voices of athletes.
- Foster strong partnerships with athletes' parents.
- Partner with expert groups and stakeholders to follow a systematic, multidisciplinary, multiagency approach, lawyers, media, equal opportunity organizations, medical, and counsellors.



Steps to follow in drafting safeguarding policies.

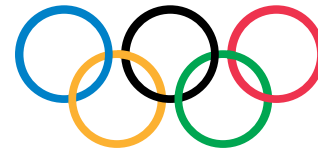
1. Define the term "harassment and abuse".
2. Scope of Application-apply to all persons affiliated to the organization.
3. Education and Prevention-inform all persons by organizing training and make available educational materials.
4. Reporting procedure-establish a reporting procedure.
5. Investigating procedure-establish an investigation procedure.
6. Support of concerned persons- appointment of a welfare officer.
7. Disciplinary procedure-establish a disciplinary procedure including decision, measure and sanctions.



Steps to follow in drafting safeguarding policies.

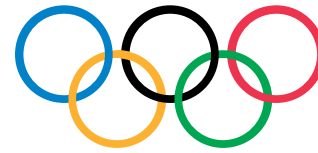
8. Measures and sanctions-establish guidelines on measure and sanctions detailing how incidents of harassment and abuse should be sanctioned. Measures and sanctions must respect the principle of proportionality, including the nature and severity of the violations, the number of violations etc.
9. Fair Process-providing the responding party with fair process, including notice and the right/opportunity to be heard.
10. Involvement of relevant public authorities and other organizations.
11. Confidentiality-establish a confidentiality policy, and that personal information should not be disclosed, except if the concerned person gives his/her prior consent.
12. Involvement of athletes-involve athletes in the development of safeguarding policies.

These IOC Guidelines for IFs and NOCs related to creating and implementing a policy to safeguard athletes from harassment and abuse in sport were approved by the IOC Executive Board on 2 June 2016 in Lausanne.



In drafting safeguarding policies you are recommended to work with the following parties when and where appropriate

1. NOC/IF/NF Medical Commission.
2. NOC/IF/NF Athletes' Commission.
3. NOC/IF/NF Athletes' Entourage Commission or similar.
4. NOC/IF/NF Women in Sport Commission or similar.
5. NOC/IF/NF Ethics Commission.
6. NOC/IF/NF Legal Commission/Department.

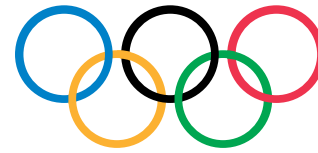


Proactive rather than reactive

Prevention is better than remedial action

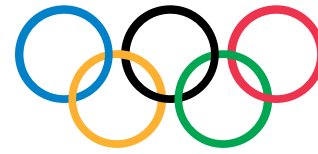
1. Pre-employment screening as part of recruitment.
 - a. Criminal/sexual conviction record check
 - b. Reference from previous employer
 - c. Validating any gaps in the employment history

2. Codes of conduct
 - a. Codes of conduct apply to all key stakeholders and abide by ALL
 - b. Clear standard of behavior expected from all and if breached would thoroughly investigated



Concluding Remarks

All sports professionals and persons at all levels and in all sports should act as gate-keepers to safeguard the welfare of athletes. It is only under fairplay, safe environment and good sport governance can athletes perform their best.

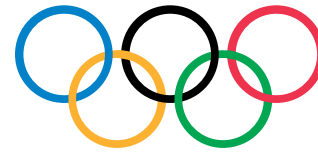


Useful web sites:

<https://hub.olympic.org/athlete365/library>

<https://hub.olympic.org/athlete365/safeguarding>

<https://hub.olympic.org/youthzone/safe-sport>



Thank You