



Safeguarding Participants in Rowing from Harassment and Abuse

Safeguarding Briefing



Safeguarding with discussions of abuse and harassment can be very personal to people, including recipients of this presentation.

If you are affected by this presentation, we encourage you to seek out professional help and support.

Safeguarding Briefing



By the end of this briefing you will have an understanding of:

- What abuse is and the names of the main types of abuse
- Your role in reporting and recording your concerns or any you receive
- How to respond if you receive an allegation
- World Rowing's work in Safeguarding and where to look for information on World Rowing's policy & procedures and access other resources
- While this presentation refers to Athlete and Child, World Rowing's policies on Safeguarding cover all participants in rowing

- Millions of people participate in sport every day across the globe
- Anyone can experience violence and abuse in a range of contexts - including in sport
- Some risks are unique to sport and some children and adults are particularly vulnerable
- Sport will only achieve its full potential if it is delivered in a safe and supportive environment

Why?

○ It seems everyday there is another abuse scandal in the news



French figure skating coaches exposed after probe into sex abuse allegations

Greek minister sacked over rise in sports violence

South Korean Triathlete's Suicide F
Team's Culture of Abuse

Australian gymnasts reveal horror stories of abuse



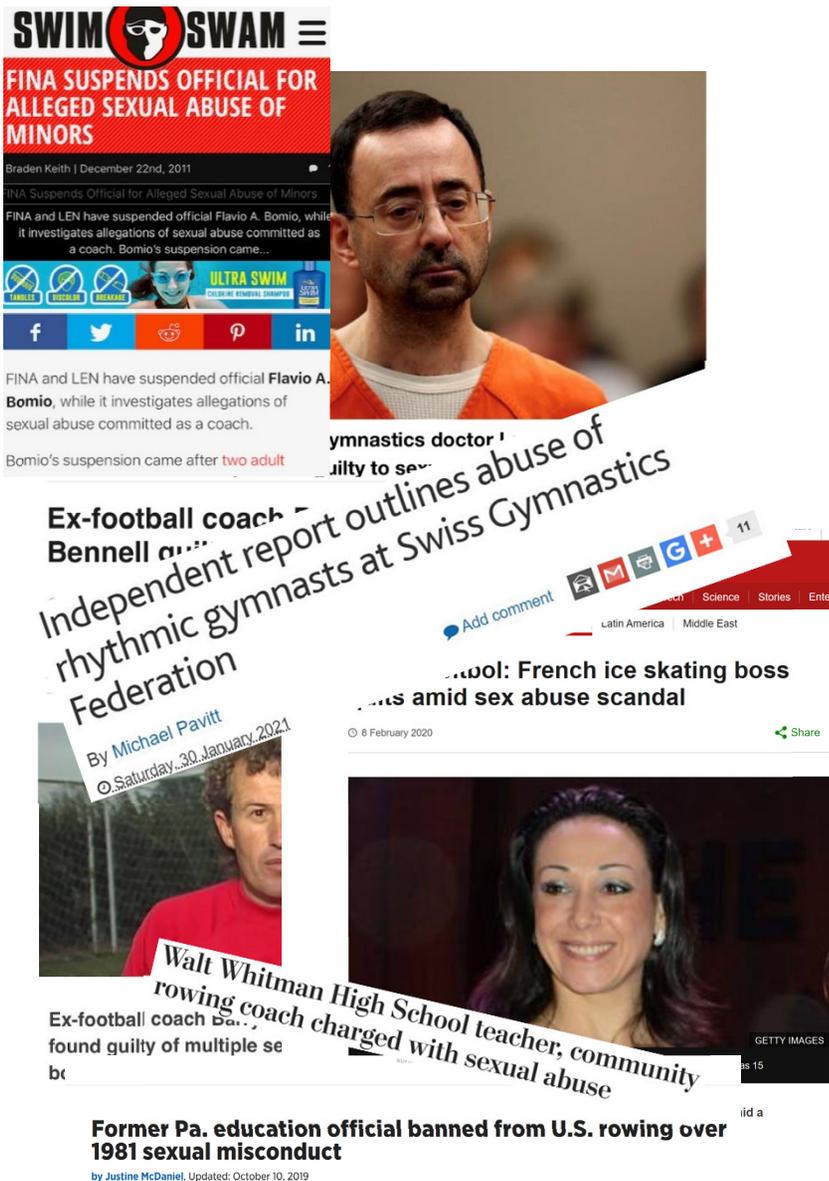
Independent report outlines abuse of rhythmic gymnasts at Swiss Gymnastics Federation

found boys in the 1980s.

Walt Whitman High School teacher, community rowing coach charged with sexual abuse

U.S. rowing over

Why?



SWIM SWAM

FINA SUSPENDS OFFICIAL FOR ALLEGED SEXUAL ABUSE OF MINORS
Braden Keith | December 22nd, 2011
FINA Suspends Official for Alleged Sexual Abuse of Minors
FINA and LEN have suspended official Flavio A. Bomio, while it investigates allegations of sexual abuse committed as a coach. Bomio's suspension came...

Ex-football coach found guilty of sexual abuse
Independent report outlines abuse of rhythmic gymnasts at Swiss Gymnastics Federation
By Michael Pavitt
© Saturday, 30 January 2021

Walt Whitman High School teacher, community rowing coach charged with sexual abuse
Ex-football coach found guilty of multiple sexual abuse

Former Pa. education official banned from U.S. rowing over 1981 sexual misconduct
by Justine McDaniel, Updated: October 10, 2019

- World Rowing believes that it is a fundamental right of all individuals involved with World Rowing to be able to participate in a non-violent, safe and respectful environment.
- World Rowing acknowledges its duty of care in this regard and is committed to creating and supporting an environment and a culture free from harassment and abuse. The welfare of all individuals involved with World Rowing is paramount. Behaviour and actions that constitute harassment and abuse will not be tolerated.
- All forms of harassment and abuse constitute a violation of the World Rowing Code of Ethics and the International Olympic Committee (IOC) Code of Ethics.

World Rowing website: Safeguarding

Why be concerned about Safeguarding?



- **Athletes of all ages and types are vulnerable to harassment and abuse - especially:**

- Elite athletes

- Children, particularly the girl child

- Para athletes

- Athletes with lesbian, gay, bisexual or transgendered identity

- Indigenous athletes (many nations)

- Economically, geographically, linguistically, ethnically etc. marginalized athletes

* Note: overlapping categories

Why be concerned about Safeguarding?

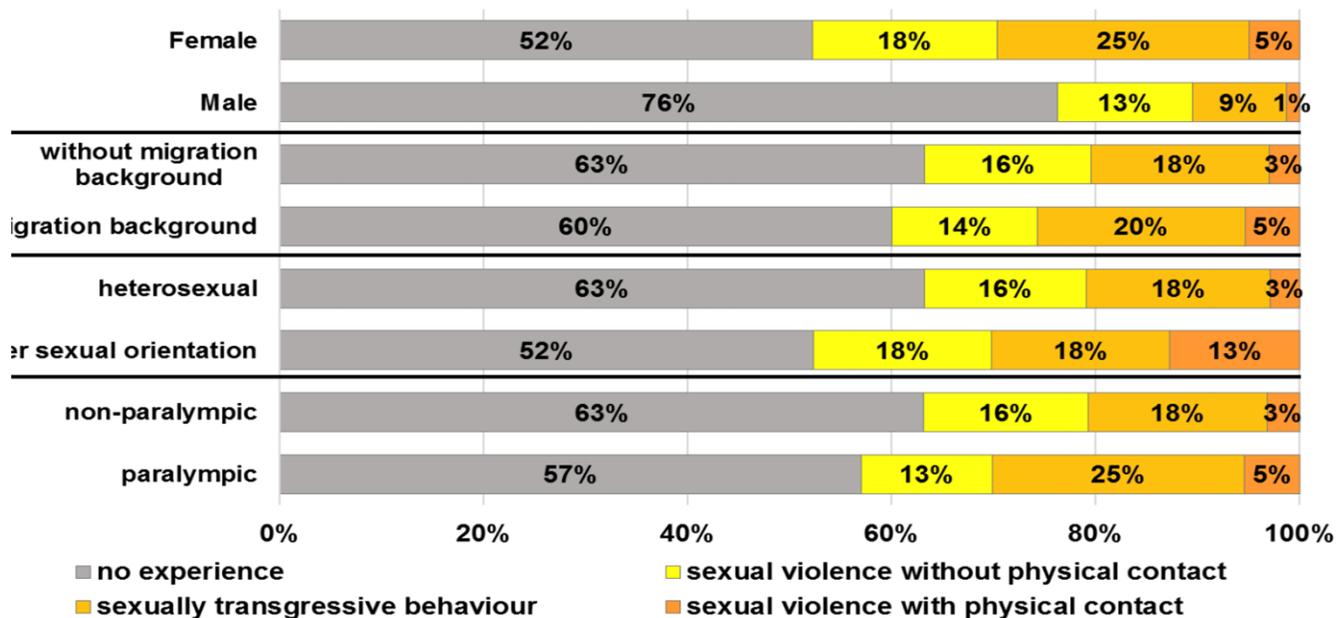
International Landscape

- 65-85% athletes experience psychologically abusive coaching practices (Kerr & Stirling 2019)
- 81% of ~10,000 participants experienced homophobia in sport (verbal 13-16%; physical 13-23%); 86-89% closeted; 70% unsafe (Denison & Kitchen 2015)
- Disabled 31% vs 9% non-disabled children victimized (about 4X) (Sullivan & Knutson 2000)
- 2-8% of children in sport are victims of sexual abuse (Parent & Hlimi 2012)
- 22.8% of high performance athletes had sexual intercourse with persons in a position of authority over them in sport (Kirby & Greaves 2000)

Why be concerned about Safeguarding??



Experiences of sexual violence among elite athletes in Germany (N = 1799)



From Hartill, Rulofs and Vertommen, 2019

Why be concerned about Safeguarding?



Recent Data from Belgium

Type of IV	TOTAL SAMPLE % N = 4043	ETHNIC MINORITY % N=334	LGB ATHLETES % N=308	ELITE ATHLETES % N = 112	DISABLED ATHLETES % N=183
Psychological Moderate or severe experiences	26,1	24,8	34,6*	42,0*	41,6*
Physical Moderate or severe experiences	10,2	16,4*	18,2*	23,2*	30,3*
Sexual Moderate or severe experiences	12,8	17,6*	24,4*	25,9*	31,4*

Why be concerned about Safeguarding?

- Abuse affects not only current performance but it also has long term negative impacts
- Top negative health outcomes (current and retired athletes)
 - eating disorders (15%; 22%);
 - self harm (5%, 6%);
 - suicidal thoughts (13%, 20%)
- Females reported far more harmful health outcomes than men

Kerr et al. Maltreatment Study (2019)- ~1000 athletes

Protection & Safeguarding

- Child/Athlete Protection is a set of activities that are required for *specific* children/adults who are at risk of/or are suffering harm.
- Safeguarding refers to the actions we take to ensure *all children/adults* are safe from harm when involved in our clubs and activities.

What is Abuse?

- **Abuse** refers to the acts of commission or omission that lead to a child experiencing harm.
- **Child abuse** is any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm.
- An individual may **abuse or neglect** a child directly, or may be responsible for abuse because they fail to prevent another person harming that child.

Types of Abuse?



PHYSICAL deliberate actions that cause physical harm or injury

EMOTIONAL deliberate actions that lead to any psychological or emotional harm to a child or athletes health and development

SEXUAL deliberate use of a child or vulnerable person by an abuser for sexual pleasure and self gratification

NEGLECT failing to meet the basic needs of a child/athlete that may likely lead to the impairment of a child's health and development

BULLYING or 'Harassment' repeated aggressive domination, using intimidation, threats, coercion and/or force to create feelings of fear and helplessness

Types of Abuse?

Physical

○ Deliberate actions that cause physical harm to an athlete

○ *Examples:*

– **Contact offenses**

- punching, beating, biting, striking, choking or slapping an athlete;
- intentionally hitting an athlete with objects or sporting equipment;
- encouraging or permitting an athlete to return to play pre-maturely following a serious injury;
- prescribing dieting or other weight-control methods without regard for the nutritional well-being and health of athlete.

– **Non-contact offences**

- isolating an athlete in a confined space (e.g., locking an athlete in a small space);
- forcing an athlete to assume a painful stance or position for no athletic purpose;
- withholding, recommending against or denying adequate hydration, nutrition, medical attention or sleep.
- providing illegal drugs or non-prescribed medications to any athlete;

Types of Abuse?

Emotional

- A pattern of deliberate, non-contact behaviours that lead to emotional or psychological harm to an athlete's health and development
- **Examples**
 - **Verbal Acts.** A pattern of verbal behaviours that:
 - attack an athlete personally (e.g., calling them worthless, fat or disgusting); or
 - repeatedly and excessively yelling at a particular participant or participants in a manner that serves no productive training or motivational purpose.
 - **Physical Acts.** A pattern of physically aggressive behaviours:
 - throwing sport equipment, water bottles or chairs at, or in the presence of, participants; or
 - punching walls, windows or other objects.
 - **Stalking.** A course of conduct (two or more acts), including cyber stalking, directed at a specific person that would cause a reasonable person to:
 - fear for their safety;
 - fear for the safety of a third person; or
 - experience substantial emotional distress.

Types of Abuse?

Sexual

- deliberate use of a child or vulnerable person by an abuser for sexual pleasure and self gratification
- Sexual abuse includes
 - Child Sexual Abuse
 - Sexual assault;
 - Sexual or gender related harassment;
 - Sexual exploitation;
 - Sexual abuse; or
 - Any other sexual intimacies that exploit an athlete.
- **Examples**
 - Sexually abusive acts may include sexual acts, sexual touching or non-contact sexual acts such as verbal acts, sexually suggestive electronic or written communications, exposure or voyeurism;
 - Any touching or non-touching sexual interaction that is (a) non-consensual or forced, (b) coerced or manipulated, or (c) perpetrated in an aggressive, harassing, exploitative or threatening manner;
 - Any sexual interaction between an athlete and an individual with evaluative, direct or indirect authority which involve an imbalance of power;
 - Note: An imbalance of power is always assumed between a coach and an athlete.**
 - Any acts of sexual exploitation

Types of Abuse?

Neglect

- failing to meet the basic needs of a child/athlete that may likely lead to the impairment of a child's/athlete's health, performance and development
- ***Examples***
 - **Acts that Deny Attention and Support.** A pattern of:
 - ignoring an athlete for extended periods of time
 - routinely or arbitrarily excluding participants from practice
 - withholding, recommending against or denying adequate hydration, nutrition, medical attention or sleep.

Types of Abuse?

Bullying and Harassment

- repeated aggressive domination, using intimidation, threats, coercion and/or force to create feelings of fear and helplessness
- takes place within peer groups as well as in team environments
- **Examples**
 - **Physical behaviours.**
 - hitting, pushing, punching, beating, biting, striking, kicking, choking or slapping an athlete;
 - throwing at, or hitting an athlete with, objects such as sporting equipment.
 - requiring, forcing or otherwise requiring the consumption of alcohol, illegal drugs or other substances;
 - tying, taping or otherwise physically restraining an athlete;
 - sexual simulations or sexual acts of any nature;
 - excessive training requirements focused on individuals on a team.
 - **Verbal and emotional behaviours.**
 - teasing, ridiculing, intimidating;
 - spreading rumours or making false statements;
 - Cyberbullying -using electronic communications, social media or other technology to harass, frighten, intimidate or humiliate;
 - Socially excluding someone and asking others to do the same; or
 - making negative or disparaging comments about an athlete's sexual orientation, gender expression, gender, disability, religion, race, skin colour, national origin or ethnic traits;
 - withholding or reducing playing time to an athlete based on his or her sexual orientation;
 - sleep deprivation, otherwise unnecessary schedule disruption or the withholding of water and/or food.

What is our role?

As participants in sport and especially rowing it is our responsibility to:

- Create and support a safe environment and a culture free from harassment and abuse
- Observe and watch for abuse
- Exercise the 3 “R”s
 - Receive
 - Record
 - Report

What is our Role?



- How might you become aware of a concern?
- What would you do if you are told about an incident?
- What would you do if a child said they were being abused?

Receive

Record

Report

What is our Role?



Receive

- Listen and respond sensitively - do not ask leading questions
- Do not promise confidentiality
- It is not your responsibility to decide whether harm has been done
- It is your role to act on any concerns you have

What is our Role?



Record

- Make a written note of the concern
- Stick to facts
- Do it as soon as possible
- Keep a copy in a secure place

What is our Role?



Report

- Know who the relevant person in your organisation is to send your report to
- Be aware of national organisations that you can contact for help
- SHARE ON A 'NEEDS TO KNOW' BASIS ONLY

**Unless you are specifically trained and have the authority
– it is not your job to investigate!**

World Rowing Incident Report Form



Report form for incidents of harassment and abuse

1. Your name:	2. Name of organisation:
3. Your role:	
4. Your contact information: Address: Postcode and country: Telephone number: Email address:	
5. Name of the person you have concerns about [the individual]:	6. The individual's date of birth:
7. Their ethnic origin: <i>Please state</i>	8. Does this person have a disability: <i>Please state</i>
9. The individual's position/role: athlete/coach/other [<i>Please state</i>]	
10. The individual's gender: <input type="checkbox"/> Male <input type="checkbox"/> Female	
11. If they are under 18 years, full name(s) of their parent(s) / carer(s):	
12. Contact information (parents/carers): Address: Postal code and country/ Telephone numbers: Email address:	
13. Have the parents / carers been notified of this incident? <input type="checkbox"/> Yes <input type="checkbox"/> No If YES please provide details of what was said/action agreed:	
14. Are you reporting your own concerns or responding to concerns raised by someone else: <input type="checkbox"/> Responding to my own concerns <input type="checkbox"/> Responding to concerns raised by someone else If responding to concerns raised by someone else: <i>Please provide further information below</i>	
15. Name of the person who has raised the concern to you: <i>Position within the sport or relationship to the individual named above:</i> Telephone number: Email address:	
16. Date and times of incident:	
17. Details of the incident or concerns: <i>Include other relevant information, such as description of any injuries and whether you are recording this incident as fact, opinion or hearsay.</i>	
18. The individual's account of the incident (if known):	

Fédération Internationale des Sociétés d'Aviron, World Rowing Federation
Avenue de Rhodanie 54, 1007 Lausanne, Switzerland, Tel.: +41 21 617 8373 Fax: +41 21 617 8375
Email: safeguarding@fisa.org Website: www.worldrowing.com



Report form for incidents of harassment and abuse

19. Please provide any witness accounts of the incident:
20. Please provide details of any witnesses to the incident: Name: <i>Position within the club/organisation or relationship to the individual:</i> <i>Date of birth (if child):</i> Address: Postcode and country: Telephone number: Email address:
21. Please provide details of any person involved in this incident or alleged to have caused the incident / injury: Name: <i>Position within the club/organisation or relationship to the individual:</i> <i>Date of birth (if child):</i> Address: Postcode and country: Telephone number: Email address:
22. Please provide details of action taken to date:
23. Has the incident been reported to any external agencies? <input type="checkbox"/> Yes <input type="checkbox"/> No If YES please provide further details:
24. Name of organisation / agency: <i>Contact person:</i> <i>Telephone numbers:</i> <i>Email address:</i> <i>Agreed action or advice given:</i>

Your Signature:		Print name:	
Date:			

Please give this form to the FISA Safeguarding Officer or Designated Person or email this report to safeguarding@fisa.org.

Anonymous reporting: reports may be submitted anonymously however please be aware that this may limit our ability to follow up on reports.

Fédération Internationale des Sociétés d'Aviron, World Rowing Federation
Avenue de Rhodanie 54, 1007 Lausanne, Switzerland, Tel.: +41 21 617 8373 Fax: +41 21 617 8375
Email: safeguarding@fisa.org Website: www.worldrowing.com

Available on the World Rowing WorldRowing.com website

World Rowing Reporting Process

Safeguarding: concern about an individual who may be at risk of harassment or abuse – **What to do and how to report the concern**

*Concern may come from:

- Observation
- Disclosure by the athlete/a staff member or volunteer
- Information from another organisation or individual

**Where the concern is about a child under 18 years you must report your concerns; where the individual is 18 years or over you should endeavour to get their consent to pass on information unless they may be at risk of harm or may harm someone else



What is the reporting process for your Member Federation and local events?

What is our Role?



Your response

Receive

Record

Report

Safeguarding participants in rowing from harassment & abuse



2019-2022 - World Rowing Safeguarding Working Group: Background and Initiatives

- Safeguarding Working Group established early 2018
 - Lenka Dienstbach-Wech, Mike Wilkinson, Juergen Steinacker, Annamarie Phelps, Lucy Trochet
- World Rowing policies and procedures launched February 2019
- Event Safeguarding Officers (ESOs) at all World Rowing Events since 2019
- Training & awareness initiatives for all World Rowing communities, including OCs, e.g. Coaches Conferences; Umpiring clinics & seminars; March 2021 SG webinar series; March 2022 Athlete SG webinars
- Online resources available on 'Safeguarding' webpage, including education & communication materials
- Support Member Federations to implement policy & embed best practice at grass root level

Safeguarding participants in rowing from harassment & abuse



2019-2022 - World Rowing Safeguarding Working Group: Background and Initiatives

- Statute & Rule changes approved at 2020 Extraordinary Congress
 - Member obligations - emphasis on safeguarding requirements
 - World Rowing Commitment Form - emphasis on importance of safeguarding
 - Code of Ethics - introduction of a mutual recognition of sanctions clause
 - Rules now require OCs to have a named Event SG Officer at World Rowing events
- Focus going forward
 - WR webinar series for athletes
 - WR continental webinars
 - Continue to develop centralised online resources, including templates, awareness raising & education materials (e.g. for coach education), for dissemination across continents, to support our members and all participants
 - Support Member Federations in the development of SafeSport
 - Working with other International Sport Governing bodies to build a global safe environment.

Safeguarding participants in rowing from harassment & abuse



○ World Rowing Policy & Procedures - February 2019

Thereby promoting a safe environment for all involved in the sport of rowing.

4. Scope of the Policy

This Policy applies to all individuals involved with FISA, namely “any party that deals with FISA, is a member of FISA or shares in its activities” (see Art.57), including:

- a) Athletes
- b) Coaches, medical personnel and athlete entourage
- c) FISA Staff & Consultants
- d) FISA Council & Commission members
- e) All persons participating in FISA activities including representatives of Member Federations, recognised Continental Rowing Confederations, recognised Member Groupings, Organising Committees for FISA events, subcontractors and volunteers.

Some athletes or individuals may have particular vulnerabilities, such as juniors, para athletes, minorities.

The above individuals shall be referred to as ‘Participants’.

Safeguarding participants in rowing from harassment & abuse



○ World Rowing Policy & Procedures - February 2019

5.2 Member Federations are responsible for:

- a) Defining and implementing their own policies and procedures to protect their athletes, staff and volunteers from harassment and abuse, *adapted to their own national legal framework* and consistent with the FISA Policy. It is recommended to use the IOC Safeguarding Toolkit referenced in section 7 of this Policy when developing local national policies and procedures.
- b) Managing reports of alleged incidents of harassment and abuse relating to persons that are members of their national federation, through their regional bodies or clubs, including athletes, staff and volunteers.
- c) Ensuring all Participants representing their federation in a FISA activity, are aware of and understand the FISA Policy on Safeguarding Participants in Rowing from Harassment and Abuse.
- d) Advising FISA of any formal disciplinary sanctions relating to harassment and abuse imposed by the member federation, and of any suspensions where the individual may present a risk to FISA Participants at that time or in the future.

5.3 Participants are responsible for:

- a) Taking action to safeguard others against harassment and abuse in rowing and for taking immediate action once it has been identified, whether or not a complaint has been made.
- b) Reporting their concerns to the Safeguarding Officer or appropriate Designated Person where they have reason to believe that another Participant has experienced or is experiencing harassment and abuse. Information should be shared on a 'needs to know'

World Rowing Event Safeguarding



- World Rowing Event Safeguarding Officer (ESO)
- What we expect from the Organising Committees (OCs)
- The role of others at the event - World Rowing Event Manager, Commission members,
- Q&A, feedback and suggestions

Duties and responsibilities

- Central point of contact for safeguarding matters at the event
- Provide advice and support to individuals with respect to safeguarding
- Complete and submit reports centrally to World Rowing Safeguarding (safeguarding@worldrowing.com)
- Ensure appropriate confidentiality is maintained.
- In certain cases, take immediate action, for example:
 - Contact with the local authorities/emergency services
 - Form a Triage Group to support decision-making
 - Contact with the OC & World Rowing Event Manager on a strictly need-to-know basis
- Provide support and advice to any independent investigation that might be required
- Provide a written event report to World Rowing Safeguarding (safeguarding@worldrowing.com) promptly following the event.

- A World Rowing Council or World Rowing Commission member who is already attending the event
- Participation in Basic Training Workshop or equivalent is a prerequisite
- Parallel duties at the event must be considered
- On site for the duration or majority of the event
- ESO list is approved by the Executive Committee

Preparations prior to the event

- Specific ESO training sessions held in advance of the event
- World Rowing ESO connects with OC Safeguarding contact prior to the event - exchange phone contact details, local emergency contact details

The OC Safeguarding contact

Organising Committee Safeguarding Plans for World Rowing Events

○ Pre-event

- Appoint an appropriate person within the OC who is responsible for safeguarding matters
- Consider safeguarding throughout the event planning process
- Be in contact with the World Rowing Event Safeguarding Officer (ESO)

○ At the event

- Work together with the World Rowing ESO; provide translation/local language support as necessary
- Be attentive and ready to address safeguarding concerns and incidents

○ After the event

- Report and feedback to World Rowing

The role of others at the event

- Event Manager
 - Coordination role with World Rowing Safeguarding, World Rowing Office
 - Report Forms, Posters, other awareness materials - bring to event
 - Team Managers' Meeting presentation - introductions, key team contacts
 - Jury Meeting presentation - coordination

- Staff and volunteers at the event (Commission members, Jury Members, OC volunteers, etc.)
 - Be attentive to safeguarding concerns
 - Know who the World Rowing Safeguarding Officer is for the event and how to contact them

Safeguarding participants in rowing from harassment & abuse



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We're all in the same boat:
Harassment and abuse have no place in our sport

- Everyone should feel safe to enjoy the sport of rowing.
- All rowers, entourage, coaches, volunteers and staff have the right to participate and work in a non-violent, safe and respectful environment.
- Behaviour and actions that constitute harassment and abuse will not be tolerated.

If you are worried about how you, or someone else, is being treated by another team member, colleague or other adult, please talk to the FISA Event Safeguarding Officer (name and contact below) or email safeguarding@fisa.org



world rowing | **FISA**

Safeguarding

Athletes and all individuals involved in rowing have a fundamental right to participate in a non-violent, safe and respectful environment.

If you have a problem or if you are worried about someone else please visit FISA's website www.worldrowing.com and click on the Safeguarding link or email safeguarding@fisa.org



world rowing | **FISA**

FISA's Safeguarding Policy & Procedures



The Athletes' Declaration



- Credit card sized info card, given out at the 2019 World Championships (above)
- Poster used at events, with space to add photo at the bottom (left)

What can we all do to help create a safe sport environment?



- Understand the context athletes are living in outside and inside sport
- Codes of conduct and behaviour
- Education and training: athletes, parents, coaches and staff
- Safe recruitment of all people in positions of authority
- Risk assess
- Use positive influence of people in positions of trust to build safe environments
- Be prepared to challenge poor behaviour
- Make it easy for people to raise concerns
- Does your Member Federation have a Safeguarding Policy?
 - Do you know where to find the Policy and what it says?
 - Does your Federation have a designated Safeguarding person?
 - If not, what actions can you take to help your Federation create a Safeguarding Policy?

What can we all do to help create a safe sport environment?



Understand what resources are available for you:

- Your federation
- Your National Olympic and Paralympic Committees
- Safe Sport Organisations in your Country (e.g. USA-US Center for SafeSport)
- Government resources and laws

- Be a positive influence to create a safe environment where all individuals can participate in a non-violent, safe and respectful environment

If you need support - useful resources

- World Rowing
 - Safeguarding webpage, resource list and links:
<https://worldrowing.com/responsibility/safeguarding/>
 - Safeguarding officer: safeguarding@worldrowing.com
- Swiss
 - Pro Juventute counselling + Help 147 for children and youths: Tel./SMS 147;
<http://www.147.ch/147.24.0.html>
- UK
 - CPSU or NSPCC 0808 800 5000
 - Victim Support: for victims and witnesses victimsupport.org.uk
 - Ann Craft Trust: anncrafttrust.org
- International
 - Childline International: www.childhelplineinternational.org
 - Befrienders Worldwide: befrienders.org
- SafeSport International
 - Safeguarding webpage, resource list and links:
<http://www.safesportinternational.com/>

○ Questions?

○ Thank you!