



SAFE HARBOUR RANKING TOOL





Project ID: 101183590

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PURPOSE AND SCOPE OF THE DOCUMENT

In the framework of the SAFE HARBOUR project, this document presents a Ranking of Safeguarding Concerns in sport, offering a taxonomy of the types of safeguarding issues that may arise across partner International Federations (IFs) and National Olympic Committees (NOCs). It provides a structured, consistent, and comparable framework for documenting, classifying, and reviewing reported cases of interpersonal violence¹ in sport.

By establishing clear definitions and real-world scenarios covering different forms of harassment and abuse in sport, as well as the mechanisms through which they occur, this ranking enables safeguarding concerns to be identified and categorised consistently across Europe. It provides researchers, safeguarding officers, and institutions with a shared framework to more effectively identify, record, monitor, and respond to incidents of violence, supporting consistent data collection and case comparability across different settings, countries, and time periods. Importantly, this framework is intended exclusively for documentation, awareness-raising, and the enhancement of safeguarding and governance practices, and must therefore not be treated as a legal instrument or applied to make legal judgements regarding incidents or individuals.

This Ranking of Safeguarding Concerns responds to a clear and growing need. Safeguarding in sport has emerged as a pressing issue, yet a common understanding of what safeguarding risks entail remains lacking. Interpersonal relationships are deeply shaped by cultural and societal norms, which can sometimes make it difficult for stakeholders to recognise and appropriately address safeguarding concerns.

To bridge these gaps in understanding, this document consolidates knowledge into a unified framework providing IFs and NOCs with shared definitions and a common approach to safeguarding. To account for the cultural and normative backgrounds of each partner organisation, the framework was developed by these actors themselves through peer-to-peer exchanges held throughout the first year of the project, ensuring it is duly grounded in the European context. These meetings, which included consensus-building exercises, brought together participants to discuss forms and mechanisms of harassment and abuse, response strategies, legal procedures, and the distribution of responsibilities across partner organisations, collectively shaping the present ranking.

¹ As defined in the [IOC consensus statement](#): interpersonal violence and safeguarding in sport.: "Interpersonal violence involves the intentional use of physical force or power against other persons by an individual or small group of individuals. It can occur online, be perpetrated by different actors and take different forms." Tuakli- Wosornu, Y.A., Burrows K., Fasting K., et al. *Br J Sports Med* 2024;58:1-23.

PROJECT OBJECTIVES

The **primary objective of the project** is to boost the capacity of the European sports movement to respond to safeguarding concerns and violations by classifying safeguarding concerns and identifying the strengths, and the gaps in safeguarding response within and across Europe. Thus, informing the creation of National Strategies, a unified European Response framework, and a European Network for Safe Sports (ENSS). Accordingly, the **specific objectives of the project are:**

- To manage all project activities and consortium interactions to guarantee a constructive and high-quality implementation of the project activities.
- To monitor and evaluate all project activities to ensure they are implemented in the most time/cost-effective manner and aligned with the scope of the project.
- To identify the strengths, and the gaps in terms of safeguarding response and services in National Olympic Committees (NOC) and International Federations (IF) countries.
- To classify safeguarding concerns and map stakeholders' layers of responsibilities when responding to safeguarding concerns in NOCs and IFs countries.
- To set European principles to apply when responding to safeguarding matters in a unified European Response framework.
- To establish an ENSS (platform) to inform sports organisations and personnel on recourse/remedy in cases of safeguarding concerns in Europe.
- To create and implement tailored strategies for national stakeholders to respond to safeguarding concerns.
- To implement training sessions on the strategies among the NOCs leaderships and National Federations (NF).
- To communicate and disseminate the project achievements and deliverables among relevant European and national stakeholders.
- To embrace approaches to guarantee the sustainability and impact of the project beyond the consortium and project's timeframe.

The present document directly contributes to the fourth objective above, providing the **ranking of safeguarding concerns** that will serve as a shared reference for all subsequent project activities and deliverables.

CONSORTIUM

Coordinated by the EOC EU Office, the SAFE HARBOUR project gathered a consortium composed of 20 NOCs (Belgium, Bosnia and Herzegovina, Croatia, Cyprus, Czechia, Denmark, Germany, Hungary, Kosovo, Latvia, Lithuania, Luxembourg, Malta, Montenegro, Norway, Poland, Portugal, Romania, Slovakia, Slovenia), two international federations (International Biathlon Union and International Ice Hockey Federation) and two specialist organisations (Asser Institute and Thomas Moore) renowned in the field of safeguarding and research.



METHODOLOGY

The present Ranking of Safeguarding Concerns is the direct result of an extensive literature review combined with a structured collaborative process among partner IFs and NOCs.

The SAFE HARBOUR project is fundamentally grounded in a set of core international documents that shape the broader framework for safeguarding and tackling violence in sport. The IOC Consensus Statement on interpersonal violence and safeguarding in sport² from 2024 and the IOC Consensus Statement on harassment and abuse (non-accidental violence) in sport³ from 2016 are the two central references documents, as they establish the authoritative standards of the Olympic Movement for addressing safeguarding concerns. In alignment with EU standards, the project draws on the EU Work Plans for Sport from 2021-2024⁴ and 2024-2027⁵ as well as the European Sport Charter⁶ which underscore the importance of making sport safer and free from violence. While the project adopts a broad approach to safeguarding, it is also informed by more targeted instruments such as the Council Conclusions on Safeguarding Children in Sport (2019)⁷ and the Council Conclusions on Women and Equality in the Field of Sport (2023)⁸.

In developing the ranking tool itself, a targeted review of key resources was conducted in order to ensure that the definitions, categories, and typologies adopted are consistent with established international standards. While the above-mentioned IOC Consensus Statements served as the principal foundation to shape the ranking framework, it was complemented with academic references, most notably the World Report on Violence and Health by Krug et al.,⁹

² Tuakli-Wosornu YA, Burrows KC, Fasting K, et al. (n 1), p. 4.

³ Mountjoy M, Brackenridge C, Arrington M, Blauwet C, Carska-Sheppard A, Fasting K, Kirby S, Leahy T, Marks S, Martin K, Starr K, Tiivas A, Budgett R. International Olympic Committee consensus statement: harassment and abuse (non-accidental violence) in sport. *Br J Sports Med*. 2016;50(17):1019–1029. doi:10.1136/bjsports-2016-096121.

⁴ European Commission. Council conclusions on fostering cross-sectoral cooperation for the benefit of sport and physical activity in society. Official Journal of the European Union. 2020/C 419/01. Available at: [https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:42020Y1204\(01\)](https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:42020Y1204(01))

⁵ Council of the European Union. Resolution of the Council and of the Representatives of the Governments of the Member States meeting within the Council on the European Union Work Plan for Sport (1 July 2024 – 31 December 2027). *Council of the European Union*. Available at: <https://data.consilium.europa.eu/doc/document/ST-9771-2024-INIT/en/pdf>

⁶ Council of Europe. Recommendation CM/Rec(2024)2 of the Committee of Ministers to member States on preventing and combating violence against children in sport. *Strasbourg: Council of Europe*. 2024. Available at: [https://search.coe.int/cm/#{%22CoEIdentifier%22:\[%220900001680a42107%22\],%22sort%22:\[%22CoEValidationDate%20Descending%22\]}](https://search.coe.int/cm/#{%22CoEIdentifier%22:[%220900001680a42107%22],%22sort%22:[%22CoEValidationDate%20Descending%22]})

⁷ Council of the European Union. Council Resolution on safeguarding children in sport. *Official Journal of the European Union*. 2019. Available at: [https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52019XG1212\(01\)&rid=3](https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52019XG1212(01)&rid=3)

⁸ Council of the European Union. Council Resolution on women and equality in the field of sport. *Council of the European Union*. 2023. Available at: <https://data.consilium.europa.eu/doc/document/ST-15479-2023-INIT/en/pdf>

⁹ Krug E.G., Mercy J.A., Dahlberg L.L., et al. The world report on violence and health. *The Lancet*. 2002; 360:1083–8. doi:10.1016/S0140-6736(02)11133-0.



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and Hamby's¹⁰ work on defining violence. This was further consolidated by the recent work of Bright et al.,¹¹ which reviews different tools classifying interpersonal violence in sport. With regard to sexual and psychological violence more specifically, the definitions and typologies draw largely on the Council of Europe's Convention on Preventing and Combating Violence Against Women and Domestic Violence (the Istanbul Convention), and the first chapter of the Council of Europe's Gender Matters Manual on addressing gender-based violence affecting young people. In addition, the UNODC's International Classification of Crime for Statistical Purposes (ICSS)¹² together with the UNICEF Child Safeguarding Toolkit for Business¹³ and the UNICEF International Classification of Violence against Children¹⁴ served to shape the typology of the document.

To translate this theoretical and legislative foundation into practice, the ranking was shaped through a structured collaborative process among partner IFs and NOCs, comprising ten peer-to-peer roundtables held between March 2025 and April 2026. These roundtables provided a dedicated forum to discuss the types and mechanisms of harassment and abuse, alongside response mechanisms, legal procedures, and the distribution of responsibilities across partner organisations' national contexts. This process ensured that the document reflects the lived experiences, practices, and challenges encountered by those working in the field.

¹⁰ Hamby, S. On defining violence, and why it matters [Editorial]. *Psychology of Violence*. 2017; 7(2), 167–180. Available at: <https://doi.org/10.1037/vio0000117>.

¹¹ Bright, M.A., Finkelhor, D., Villa, C. Burrows, K.C et al. Classifying Severity of Interpersonal Violence in Sport: A Scoping Review. *Trauma, Violence and Abuse*. Available at: <https://doi.org/10.1177/15248380261439137>.

¹² UNODC. International Classification of Crime for Statistical Purposes, Version 1.0. *UNODC*. Available at: https://www.unodc.org/documents/data-and-analysis/statistics/crime/ICCS/ICCS_final-2015-March12_FINAL.pdf

¹³ UNICEF. Child Safeguarding Toolkit for Business. *UNICEF*; New York. 2026. Available at: <https://www.unicef.org/childrightsandbusiness/media/1681/file/Child-Safeguarding-Toolkit-2026.pdf>

¹⁴ UNICEF. International Classification of Violence against Children. *UNICEF*; New York. 2023. Available at: <https://data.unicef.org/wp-content/uploads/2023/07/International-Classification-of-Violence-against-Children.pdf>



DEFINITIONS

The literature review and structured cooperation enabled us to curate a set core of definitions which serve as foundational reference points upon which the rest of this document is grounded.

Physical violence

Physical violence is a deliberate, unwanted, non-essential and harmful¹⁵ act attempting to cause, or resulting in, pain and/or physical injury¹⁶. It can include beating, burning, kicking, punching, biting, maiming or killing, or the use of objects or weapons¹⁷. This can consist of any form of physical bullying¹⁸ or hazing¹⁹, coercion into risky behaviour enacted through physical force, as well as being placed in physical danger by direct physical act.

Sexual violence

Is considered sexual violence, any non-consensual²⁰ sexual act, attempt to obtain a sexual act, sexual comments or advances, or acts to traffic, or otherwise directed against a person's sexuality²¹. These are considered acts of sexual violence regardless of the perpetrator's relationship to the victim. Such acts can occur in any setting, both in person and online, including but not limited to home and work²².

The only reason for a sexual act to not be considered an act of sexual violence is if that act is fully consented by all involved individuals, and if all these individuals are of consenting age.

¹⁵ This follows the framework of violence developed in Hamby, S. (n 10), p. 6, and widely referenced in official documents addressing violence UNICEF, (n 12), p.6.

¹⁶ Tuakli- Wosornu, Y.A., Burrows K., Fasting K., et al. (n 1), p. 4.

¹⁷ Ibid.

¹⁸ Bullying is repeated unwanted, aggressive behaviour among individuals that involves a real or perceived power imbalance. Smith, P. K. Bullying: Definition, types, causes, consequences and intervention. *Social and personality psychology compass*. 2016; 10(9), 519-532

¹⁹ Hazing refers to "any humiliating, degrading, abusive, or dangerous behaviour expected of a junior ranking athlete by a more senior teammate, which does not contribute to either the athlete's positive development, but is required to be accepted as part of a team, regardless of the junior-ranking athlete's willingness to participate." Crow, R. B., & Macintosh, E. W. Conceptualizing a meaningful definition of hazing in sport. *European Sport Management Quarterly*. 2009; 9, 433-451.

²⁰ On the 28th of April 2026, the European Parliament adopted a report establishing that rape must be defined based on the absence of consent in all EU countries, a view that we follow in our approach. European Parliament. Importance of consent-based rape legislation in the EU. *European Parliament*. 2026. Available at: https://www.europarl.europa.eu/doceo/document/TA-10-2026-0120_EN.pdf

²¹ As per the Istanbul Convention, "consent must be given voluntarily as the result of the person's free will assessed in the context of the surrounding circumstances." Council of Europe. Convention on preventing and combating violence against women and domestic violence. *Council of Europe Treaty Series*; 2011; No. 210.

²² Tuakli- Wosornu, Y.A., Burrows K., Fasting K., et al. (n 1), p. 4.

Psychological violence

Psychological violence involves the deliberate use of a words and non-physical actions used with the purpose to manipulate, hurt, weaken or frighten a person mentally and emotionally; and/or distort, confuse or influence a person's thoughts and actions within their everyday lives, changing their sense of self and harming their wellbeing and potentially physically harming them²³.

In sport, it could also take the form of non-physical actions that could cause physical or psychological harm to the person. Psychological violence could occur online and offline in different forms. These include isolation or confinement, withholding information, disinformation, and threatening behaviour as well as non-physical threatening conducts²⁴.

Neglect, negligence and endangerment

Is considered an act of neglect any failure to provide a person towards whom one has a responsibility the necessary and sufficient care and support that this person needs, resulting in harm. This can consist of failing to adequately meet the person's needs to the extent that the health or development of the person is significantly impaired or placed at serious risk. More specifically, in cases where the person is already vulnerable (disability, minors), the failure to provide sufficient care or to leave them uncared for over long periods of time is also to be understood as neglect.

Negligence consists of the failure to prevent situations that result in harm that would not have occurred would the person responsible have been mindful and reasonable. This includes the failure to prevent overtraining and overuse injuries as well as the inadequate answer to emotional needs, and other forms of deprivation resulting from the commodification of athletes²⁵.

²³ Ibid.

²⁴ Council of Europe. Chapter 1: Gender identity, gender-based violence and human rights. *Gender matters manual*. 2020. pp. 15-55. Available at: <https://rm.coe.int/chapter-1-gender-identity-gender-based-violence-and-human-rights-gende/16809e1595>

²⁵ Mountjoy M, Brackenridge C, Arrington M, et al. (n 3), p. 5.

TYOLOGY & CATEGORISATION

The ranking emerging from the exchanges and consensus-building exercises is organised into two complementary and actionable parts: a reporting template for incidents and concerns, and a detailed listing of categories of safeguarding incidents. The first serves as a practical tool helping stakeholders classify safeguarding incidents by capturing core information, while the second supports a deeper understanding of the different forms of interpersonal violence that may arise, illustrating each through concrete examples.

To further facilitate the ranking, monitoring, and reporting of safeguarding cases and concerns, the system is organised around two levels: the type of violence and the person affected.

This document adopts a rights-based approach to safeguarding, grounded in the Universal Declaration of Human Rights²⁶ and the United Nations Convention on the Rights of the Child²⁷, alongside the principles set out in the IOC Consensus Statement²⁸. Within this framework, safeguarding is understood as the protection of the inherent dignity, integrity and wellbeing of all individuals, and, in particular, the right of children to be free from all forms of violence, abuse, neglect and exploitation. In line with the IOC Consensus Statement and the definition proposed by Krug et al.²⁹, this includes physical, sexual and psychological violence, as well as neglect, as core forms of interpersonal harm that directly undermine fundamental rights.

At the same time, a rights-based approach recognises that individuals in sport may also encounter situations that compromise their autonomy, dignity or living and working conditions, and which may place them in positions of vulnerability or dependency. Such situations fall within the broader scope of internationally recognised human rights protections. This document therefore highlights the importance for sporting organisations to remain attentive to a wider range of potential risks to individuals' rights, and to ensure that appropriate safeguards are in place to uphold the full respect of human rights in the sporting context.

These categories will enable sport organisations and other relevant stakeholders to effectively identify, addressing, and preventing each form of violence. That said, they are not always mutually exclusive in practice and given the interconnected nature of the different forms of violence, there will be cases that appear to fit into more than one

²⁶ General Assembly resolution 217 A. Universal Declaration of Human Rights. *United Nations*. 1948. Available at: <https://www.un.org/en/about-us/universal-declaration-of-human-rights>

²⁷ General Assembly resolution 44/25. Convention on the Rights of the Child. *United Nations*. 1989. Available at: <https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-child>

²⁸ Tuakli- Wosornu, Y.A., Burrows K., Fasting K., et al. (n 1), p. 4.

²⁹ Krug EG, Mercy JA, Dahlberg LL, et al. (n 9), p. 6.

category. In such instances, ranking depends on the nature of the act itself rather than its outcome. Incidentally, physical harm resulting from psychological violence, neglect, or non-physical acts such as coercion, as well as acts such as forcing an athlete to train while injured or imposing excessive exercise as punishment, fall outside the definition of physical violence and are classified under their primary form accordingly.

The specificities of the sporting context also give rise to certain cases that, although they might seem to fit the definition, are not forms of violence because the intent, function, and environment in which they occur are fundamentally distinct from those of harmful behaviour. Accordingly, the use of a raised voice or loud instruction for task-focused communication, for example to be heard in a noisy environment, does not in itself constitute psychological violence, provided it is free from insults, humiliation, or threats.

The different types of violence are captured under the 10-level of the coding system, while the person affected, distinguishing between adults and minors, is captured under the 01-level, following the methodology of the UNODC's ICSS³⁰. This coding structure enables a coherent and comparable approach to safeguarding concerns across diverse cultural and societal contexts, allowing organisations to rapidly identify both the nature of the violence and the profile of the person affected. The effectiveness of this structure was confirmed during the collaborative process, where partner IFs and NOCs demonstrated a strong and consistent understanding of how to apply these codes, attesting to their value as a shared tool.

	Adult (00)	Minor (01)
Physical violence	10	11
Sexual violence	20	21
Psychological violence	30	31
Neglect and negligence	40	41

While the UNODC's ICSS shows that number of other dimensions are interesting to consider, the present ranking focuses on these two main elements for implementation purposes. Nevertheless, the seriousness of the act is a valuable dimension to capture, as it directly informs how organisations should respond to and prioritise cases. Rather than embedding it in the coding system, this is achieved through the arrangement of examples within each category, which are ordered according to the 'seriousness of the act/event'³¹ to guide organisations in contextualising and addressing the concerns they encounter.

³⁰ UNODC. (n 12), p. 6.

³¹ Ibid.

Cases of violence towards an individual

Examples of the of the highest degree of violence where acts result in irreversible harm or the death of the victim.

Examples of grave acts of violence that, while not necessarily life-ending, result in profound and enduring harm.

Examples of acts of violence that, while not reaching the gravest threshold, nonetheless have a significant impact on the victim's wellbeing and safety.

Examples of lower-intensity acts that may appear isolated but are nonetheless harmful and should not be dismissed or overlooked.

The levels used to categorise the seriousness of acts do not in themselves constitute guidance on the actions to be taken but serve as informative indicators of the types of cases that may arise in a sport context. While the following ranking is based on the potential or actual outcome of the cases, it is essential to understand that all cases of violence require the utmost attention and a prompt response from sporting organisations.

Content Warning

The examples that follow refer to real-life cases of violence and may be distressing or triggering for some readers. Before proceeding, we recommend ensuring that you are in a safe environment and have access to adequate support.

Some of the cases discussed involve serious forms of harm, including physical violence, sexual abuse, and suicide. Cases involving suicide are classified at the highest level, reflecting the potential severity and irreversible nature of their outcomes.

The purpose of this document is not to establish a hierarchy of harm, nor to predict the consequences of acts of violence or negligence. Rather, it aims to highlight the potentially irreversible consequences that these acts can have and to encourage sports organisations to strengthen their prevention, safeguarding, and response mechanisms.

By presenting these cases, the document seeks to ensure that organisations are aware of the possible trajectory and escalation of harmful situations, and that they respond with the seriousness, urgency, and diligence such cases require.



TEMPLATE: REPORT FOR INCIDENT & CONCERN

TEMPLATE: REPORT FOR INCIDENT & CONCERN

This template is designed to support the clear, consistent, and confidential reporting of safeguarding incidents and concerns; therefore, encouraging a coordinated and transparent safeguarding response.

It is designed to provide a structured framework to capture essential information in a timely and sensitive manner, and helping organisations strengthen accountability, support effective case management, ensure procedural fairness.

Hence, while there are no mandatory sections of the report, please complete it with as much information as possible, while ensuring that the safety and wellbeing of those involved is always prioritised.

REPORTER'S INFORMATION

Name

Address and postcode

Email address

Phone number

Organisation name

Role

PERSON AT RISKS' INFORMATION

Name

Date of Birth

Gender

Address and postcode

Email address

Phone number

IF APPLICABLE ONLY. Organisation name and position within the organisation



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PARENTS or CAREGIVER's INFORM (IF APPLICABLE ONLY*)	
*Under 18: Always applicable, unless it increases risks. **Over 18: Only applicable with consent or legal justification.	
Parents/caregiver's name	
Address and postcode	
Email address	
Phone number	
Have the parents/caregiver(s) been notified of this incident?	☐ No
	☐ Yes. Please provide details of what was said/action agreed.
INCIDENT OR CONCERN INFORMATION	
Date and time of incident	
Location of incident	
Are you reporting your own concerns or concerns raised by someone else	☐ Reporting my own concerns
	☐ Reporting concerns raised by someone else. Please provide further information below. • Name • Relationship to the person at risk • Address and postcode • Phone number • Email address <u>IF APPLICABLE ONLY.</u> Organisation name and position within the organisation
Have the individual(s) at risk been informed of this report?	☐ No
	☐ Yes. Please provide details of what was said/action agreed.
Description of concern or incident including relevant information (i.e. description of any injuries and whether this is recorded as a fact, opinion or suspicion).	



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OTHER PERSONS CONCERNED (IF APPLICABLE ONLY)		
Please provide details of any witnesses to the incident	- Name - Relationship to the person at risk - Address and postcode - Phone number - Email address <u>IF APPLICABLE ONLY</u>. Organisation name and position within the organisation	
Please provide details of any person involved in this incident or alleged to have caused the incident	- Name - Relationship to the person at risk - Address and postcode - Phone number - Email address <u>IF APPLICABLE ONLY</u>. Organisation name and position within the organisation	
RANKING		
Type of incident/concern	☐ Physical violence ☐ Psychological violence ☐ Sexual violence ☐ Exploitation ☐ Neglect ☐ Other (please specify)	
Frequency of incident/concern	☐ Single ☐ Repeated	
Intent/planning of incident/concern	☐ Unintentional conduct (i.e. accidental) ☐ Negligent conduct (i.e. careless) ☐ Risk-taking conduct (i.e. disregarded risk) ☐ Intentional conduct (i.e. deliberate)	
Person affected by incident/concern	At the time of the incident/concern.	☐ Under 18 y.o. ☐ Over 18 y.o.
	<u>IF DIFFERENT.</u> At the time of reporting.	☐ Under 18 y.o. ☐ Over 18 y.o.



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OPTIONAL. Power dynamic of incident/concern <i>Someone in power is an individual with actual or perceived authority or influence, whether through formal role, informal status, or control of opportunities.</i>		
Rank the acts of violence according to the levels.	Dimension	Code Level
	Type of violence	10-level
	Person affected	01-level
For example, • 10: physical violence against an adult • 11: physical violence against a child • 40: neglect of an adult.		
ACTIONS TAKEN AND REQUIRED		
Description of the immediate safeguarding actions taken, if any. IF APPLICABLE ONLY. • Description of the legal actions taken by the sport organisation (legal, disciplinary sanctions/measures, provisional measures), including analysis of the breaches of regulations (articles, rules, code, etc.) at the time of compiling the report. • Description of actions taken by national authorities (police, judicial, etc.), in case of breaches of a criminal nature, at the time of compiling this report.		



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RELEVANT STAKEHOLDERS

Specify which stakeholders should be informed or involved in case handling according to national and international safeguarding frameworks	☐ National Olympic Committee ☐ National Federations ☐ National, Regional and Local sport authorities, organisations, clubs ☐ National Safeguarding Officers ☐ European Olympic Committee ☐ European Federations ☐ International Olympic Committee ☐ International Federations ☐ World Anti-Doping Agency ☐ Legal and law enforcement ☐ Public authorities ☐ Healthcare services ☐ Victim protection and support services ☐ Child protection and support services ☐ NGOs, Research and Education entities ☐ Other (please specify):
Has the incident been reported to any relevant stakeholders (i.e. internal or external agencies)?	☐ No, there is no intention to report the incident. ☐ No, but the incident will be reported to the following relevant stakeholder. • Name • Relationship to the person at risk • Address and postcode • Phone number • Email address <u>IF APPLICABLE ONLY.</u> Organisation name and position within the organisation



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	☐ Yes. Please provide details of the relevant stakeholders already contacted. • Name • Relationship to the person at risk • Address and postcode • Phone number • Email address <u>IF APPLICABLE ONLY.</u> Organisation name and position within the organisation
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FURTHER INFORMATION

Please include any supporting evidence and/or additional relevant information.

DECLARATION AND SIGNATURE

I have provided the above information to the best of my knowledge and understanding, in good faith and with the aim of safeguarding the individual concerned at the time of compiling this report.

Signature

Print Name Location

Date



RANKING OF SAFEGUARDING CONCERNS

Physical violence

Cases of physical violence towards an adult

A coach strikes an athlete during an argument, causing the athlete to fall onto a curb and sustain a fatal head injury.

During a team initiation ritual, teammates forcibly hold a junior athlete underwater, resulting in the athlete drowning.

A group of senior teammates repeatedly knock a recently joined athlete to the ground as part of a hazing ritual.

During a heated argument, a coach grabs an athlete by the throat and begins choking him, causing the athlete to lose consciousness.

In a locker-room dispute, one athlete pulls out a knife and attempts to stab another athlete, but the other athlete manages to escape before being injured.

A coach forcefully pushes an athlete into a locker following a mistake, leaving the athlete with visible bruising and a sore shoulder for several days.

Over several training sessions, one athlete "punishes" a teammate with hard slaps to the back of the head after errors, causing headaches, swelling, and anxiety about attending training.

In a moment of frustration, an athlete grips and squeezes a teammate's upper arm to make a point, causing stinging pain that subsides after a short time.

An athlete pins a teammate against a wall to prevent them from leaving a confrontation, causing minor pain.

Cases of physical violence towards a minor

Following an argument, several minor athletes gang up on a teammate and repeatedly kick them. The athlete sustains severe internal injuries that ultimately prove fatal.

A trainer physically restrains a minor who attempts to stop and forces them to continue extreme conditioning despite visible signs of heat exhaustion.

An older athlete throws a piece of equipment toward a minor, with a risk of harm given the object's physical properties.

A senior teammate uses physical intimidation during training sessions, described by other teammates as a common form of hazing toward new members of the group.

A coach ignores an athlete mentioning they have a sore knee.



Sexual violence

Cases of verbal non-contact sexual violence towards an adult

A coach repeatedly makes coercive sexual demands toward an adult athlete, insisting on sexual acts and threatening career consequences if the athlete refuses. The athlete suffers severe psychological harm and later dies by suicide.

Despite having rejected multiple times, a coach continues to ask an athlete for a naked video over WhatsApp.

During regular training sessions, one adult athlete repeatedly makes sexually suggestive comments about a teammate's body and appearance (i.e. remarks about their physical shape or perceived sexual attractiveness), often in front of other team members.

An adult basketball player repeatedly receives transfer offers to larger clubs, but during negotiations club owners or senior officials imply or directly request personal or sexual favours in exchange for contracts, career opportunities, or support. The athlete feels pressured and unsupported in her sporting development, perceiving that progression in her career is being conditioned on compliance with inappropriate demands rather than merit and performance.

The coach repeatedly makes sexualised remarks and propositions toward an athlete in the locker room, describing it as "banter," which leaves the athlete feeling anxious and uncomfortable.

A teammate makes a sexualised joke about an athlete's breasts. The athlete did not find it funny.

During a post-training conversation, an adult athlete makes a single off-hand comment with mild sexual undertones about a teammate's appearance (for example, commenting that they "looked very good in today's kit").

Cases of non-verbal non-contact sexual violence towards an adult

An adult athlete notices that their coach regularly stares at specific parts of their body during training sessions, particularly during stretching or recovery exercises. The coach frequently positions himself close by, fixates visually, and adjusts training schedules so he is present during activities that place the athlete in vulnerable or exposed positions.

A team official repeatedly observes athletes in private changing areas without a legitimate reason, creating discomfort, a sense of intrusion, and lasting psychological distress among those affected.

A teammate repeatedly uses sexualised gestures (e.g. simulated masturbation) directed at a specific athlete during practice.



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A teammate repeatedly gives another athlete a prolonged, sexualised look over their body during training, stopping once the athlete becomes aware of it.

Cases of physical sexual violence towards an adult

A physio rapes athletes during his therapy under the disguise of conducting treatment.

An adult athlete is required by their coach to attend a private, one-to-one session under the pretence of a recovery support, during which the coach uses their physical presence, authority, and control over the athlete's career to engage in unwanted sexual touching of intimate areas, persisting despite the athlete's clear resistance and visible distress.

In a private training setting, a coach physically restrains an athlete and subjects them to sexual assault.

A physiotherapist touches an athlete in areas that were not related to a reported injury. The athlete feels pressured not to question a medical professional.

A teammate repeatedly slaps another athlete's buttocks in the locker room under the guise of a "joke," continuing despite the athlete's objections.

During a team conversation, the captain of the team put his arm around an athlete's waist. When the athlete stepped away because of discomfort, the captain let go.

During a routine shoulder assessment, a team physiotherapist places their hands on an adult athlete's chest area outside the area explained or required for treatment, briefly pressing and adjusting hand position without clinical justification. The athlete appears uncomfortable and pulls back.

Cases of online sexual violence towards an adult

A sex video of two athletes on the team was shared on Tik Tok. One of the athletes experienced extreme bullying afterwards and killed herself.

An adult athlete's publicly available photograph is used without their consent to generate AI-produced nude and sexually explicit images, which are then circulated online. The material falsely depicts the athlete in sexualised contexts, causing significant distress, reputational harm, and fear of further exploitation.

An athlete is covertly filmed by a teammate while showering, and the footage is shared without consent. Despite requests to stop, the material continues to circulate and is used to humiliate the athlete. The athlete suffers severe psychological distress.

A sexualised voice message between two athletes joking about a third athlete's appearance was shared on Snapchat. The athlete was sad about this.

After a brief interaction at practice, an athlete from the same club sends another athlete a one-time sexualised direct message (e.g. "I can't stop thinking about you in those shorts.").



Cases of verbal non-contact sexual violence towards a minor

A board member of a sports club repeatedly threatened to sexually assault a minor athlete, which caused the athlete to cut herself.

An adult athlete at the same club repeatedly directs sexualised, age-inappropriate comments toward a minor athlete during training and team activities, targeting the child's appearance and maturity. The behaviour continues despite the minor's visible discomfort and is reinforced through pressure to treat the comments as jokes and not report them. The athlete's senior status within the club contributes to the minor feeling intimidated, ashamed, and unable to speak up, resulting in significant emotional distress.

A coach repeatedly makes sexualised propositions to a minor athlete and threatens negative consequences (e.g. deselection, reduced playing time, or public humiliation) if the athlete refuses or discloses the behaviour.

A coach repeatedly makes sexualised jokes and comments with athletes, framing it as "male bonding" despite visible discomfort.

A teammate repeatedly makes sexualised jokes and comments targeting athletes' sexuality.

A group of teammates repeatedly spread sexual rumours about an athlete.

A coach makes a sexualised joke about a female athlete's body development. The athlete found it embarrassing.

During a competition weekend, an official makes a single age-inappropriate, sexualised comment to a minor athlete in a group setting, causing visible discomfort, and acknowledges the inappropriateness and apologises when challenged by another staff member.

Cases of non-verbal non-contact sexual violence towards a minor

A coach sleeps in the same room as a minor athlete during a training camp. One night, the coach masturbated and obliged the athlete to watch. The athlete could not cope with the trauma and committed suicide.

A coach intentionally exposes themselves to minor athletes in a locker room, telling them it's 'no big deal' and that they should 'get used to it' in sport.

A minor athlete reports that an adult volunteer repeatedly displays sexualised non-verbal behaviour, including intrusive staring and positioning themselves to observe the child in vulnerable moments (such as stretching or changing footwear). The athlete feels watched, unsafe and fearful.

A teammate stares with a sexualised look at the body of another athlete, not looking away after the athlete indicated he/she was disturbed.

A minor athlete reports that a senior athlete at the same club repeatedly uses sexualised non-verbal behaviour, such as deliberately positioning themselves



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unusually close and blocking the child's personal space during training activities, causing ongoing discomfort and anxiety.

An athlete makes a sexualized gesture going with its tongue over its lips towards a teammate. The teammate is upset but turns away and continues practise.

During a training session, an assistant coach briefly engages in inappropriate lingering eye contact toward a minor athlete waiting on the sidelines, causing visible discomfort, but the behaviour stops once the assistant coach is repositioned and reminded of appropriate conduct.

Cases of physical sexual violence towards a minor

An athlete was sexually abused by an administrative member of the delegation, who threatened to remove the athlete from the team if the athlete would report.

A minor athlete reports that an adult coach physically restrains them during a one-to-one situation and engages in unwanted sexual physical contact despite the child's clear resistance and distress.

During a training camp, a coach repeatedly entered the bedroom of an athlete kissing the athlete against their will.

During training, a club official repeatedly initiates inappropriate sexualised physical contact with a minor athlete under the pretext of encouragement or support. Although no force is used, the behaviour is unwanted, repeated, and continues despite the child's discomfort, leading to anxiety and avoidance.

While providing feedback, a coach places a hand on a minor athlete's inner thigh without relation to training needs and obtaining prior consent. The athlete shows signs of discomfort, and the coach immediately ceases the contact.

A referee put his arm around an athlete when explaining the error.

A staff member makes a single instance of unnecessary and inappropriate intimate physical contact with a minor athlete, which is immediately challenged; the individual acknowledges the behaviour, apologises, and it is not repeated. The child experiences brief discomfort but no ongoing fear once the incident is addressed.

Cases of online sexual violence towards a minor

An adult posing as a sports recruiter grooms a minor athlete online, pressures them to send sexual images, and subsequently uses threats of sharing the material with the athlete's family and club to extort them. Following this incident, the minor experiences severe psychological distress which eventually leads the minor to die by suicide.

A pornographic deepfake video of a minor athlete is created as part of a team initiation ritual and circulated before spreading on social media. Despite requests for its removal, the video continues to circulate widely. The athlete suffers severe psychological distress and subsequently dies by suicide.

A coach sends nude photos to a minor athlete via private messages.



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A teammate posts a sexualised meme and tags a minor athlete, then continues with further sexual jokes despite the athlete's showing discomfort.

A minor athlete received frequent messages from an assistant coach. While the messages initially focused on training, they gradually shifted to personal questions and comments about the athlete's appearance. When the assistant coach requested a private meeting, the athlete reported the messages to a parent.

A minor athlete receives a single, unwelcome sexualised message via a team-related social media platform, which causes discomfort but stops once reported and addressed.

Psychological violence

Cases of psychological violence towards an adult

After scoring an own goal in a high-profile match, an athlete becomes the target of sustained online harassment (e.g. threats, hate speech, and doxxing) across social media. The athlete experiences severe psychological distress and subsequently dies by suicide.

A coach repeatedly tells a female athlete that “women aren’t built for this level” and publicly criticises her in front of teammates when she makes mistakes, creating a degrading and exclusionary environment that leads to anxiety and reduced confidence.

An adult athlete reports that a coach repeatedly uses demeaning or dismissive language, including public criticism, which negatively affects the athlete’s confidence and wellbeing and causes ongoing distress.

During training, an adult athlete is subjected to a single instance of condescending or belittling remarks by a teammate following a mistake. The comment causes temporary upset but is addressed promptly, acknowledged as inappropriate, and not repeated.

Cases of psychological violence towards a minor

A coach consistently humiliates and intimidates a minor athlete, using shouting, threats of exclusion, and repeated statements that the child is a failure or letting the team down. The behaviour is frequent, targeted, and sustained, leading to visible distress, fear of training, and withdrawal from sport.

A coach pressures a minor athlete to continue training despite an injury, going against medical advice.

Frequent weighing and comment on a minor athlete’s body weight in a negative and shaming manner causing them to develop stress, anxiety and eating disorders.

Teammates control and monitor phone usage and calls of another athlete and also use blackmail and threats with the aim to isolate them at a training camp.

A minor athlete experiences repeated belittling and exclusionary behaviour from older teammates, including mocking mistakes and making the child feel unwelcome during training activities. While the behaviour does not involve threats, it occurs over time and negatively affects the minor’s confidence and enjoyment of sport.

A coach threatens athletes that if they miss training sessions they will not go to competitions, regardless of the reason.

Athletes are punished for alleged weight gain with extra sessions such as being forced to run 100 laps.



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After a competition, a parent of another athlete makes a single dismissive or critical remark toward a minor about their performance. The comment causes brief upset but is addressed promptly, not repeated, and no ongoing impact is identified.



Neglect, negligence and endangerment

Cases of physical neglect of an adult

A coach ignores repeated complaints of chest pain and breathlessness from an adult athlete during an intense training session in extreme heat, failing to halt training or seek medical assistance. The athlete suffers a fatal cardiac arrest.

An adult athlete sustained a head injury during competition, showing clear signs of trauma. However, inadequate on-site medical procedures and insufficiently trained staff led to delays in proper assessment and emergency transfer. The lack of timely medical intervention significantly worsened the athlete's condition, and they later died from the head injury.

A coach allows an athlete to continue training despite a known fracture, resulting in permanent injury.

A coach deliberately disregards signs that an athlete may be developing an eating disorder, believing it could enhance performance.

A coach fails to intervene in physical hazing within the club, viewing it as a way to "toughen athletes up."

Failure to repair or replace damaged equipment (e.g. torn mats or defective protective gear), resulting in a moderate injury requiring treatment and a short-term absence from sport.

An adult athlete reports that during a training camp, support staff fail on one occasion to ensure timely access to water and appropriate rest breaks, despite hot conditions. Once highlighted, the issue is addressed, and there is no repeated neglect or resulting harm, but the incident is recorded due to the potential risk to the athlete's physical wellbeing.

Cases of emotional neglect of an adult

An athlete reports that club leadership and support staff consistently ignore and dismiss concerns about wellbeing, stress, and mental health, despite repeated attempts to seek help. Requests for support are minimised or left unanswered over an extended period, leaving the athlete isolated, unsupported, and experiencing significant emotional distress.

A coach dismisses an athlete's emotional struggles, failing to provide support or refer them to appropriate assistance.

After an athlete experiences a family bereavement, the coach disregards the athlete's visible distress and insists on continuing full training without providing support or referral to appropriate help.



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An athlete experiences ongoing lack of emotional support from team support personnel, such as medical or performance staff, who focus exclusively on physical outcomes while disregarding visible signs of stress or burnout. Although concerns are not explicitly rejected, they are consistently not acknowledged or followed up, leading to frustration and reduced wellbeing over time.

Following an injury, an athlete experiences a temporary lack of emotional check-ins or follow-up from support staff, resulting in feelings of being overlooked.

Cases of adult neglect/negligence

A club official knowingly arranges lower-cost but unsafe team travel, disregards safety concerns, and a crowd crush occurs in which an athlete loses their life.

A sporting organisation fails to carry out adequate background checks on a newly appointed coach despite having procedures in place requiring them to do so, exposing athletes to a person who subsequently behaves inappropriately towards them.

A sporting organisation fails to ensure that an athlete travelling to compete abroad is provided with adequate insurance coverage or emergency contact procedures. When the athlete sustains an injury during competition, the absence of these provisions results in significant delays in accessing appropriate medical care.

A club fails to communicate adequate safety instructions to athletes ahead of a training session in an unfamiliar environment, resulting in minor injuries that proper briefing would have prevented.

Cases of physical neglect of a minor

A youth academy fails to act on visible signs of serious illness in a resident athlete, attributing their deteriorating condition to fatigue from training and delaying medical intervention until it is too late.

A supervisor fails to provide sunblock resulting in second-degree sunburn and subsequently fails to administer first aid or bring the child to a medical point.

An athlete experiences dizziness and nausea during conditioning drills during extremely hot weather conditions and is not allowed to stop for hydration. The athlete later collapses and requires medical attention for dehydration and heat exhaustion.

A coach repeatedly fails to ensure adequate rest and recovery periods between training sessions and competitions.

Minor athletes are not provided with adequate caloric supplementation to offset the deficits arising from very intense physical exertion during three daily training sessions, resulting in fatigue, weakness, and other health problems.

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A coach running a training camp fails to ensure that young athletes are adequately protected from sun exposure during outdoor sessions, resulting in sunburn and mild heat-related discomfort.

Cases of emotional neglect of a minor

A young athlete joins an intensive residential programme that isolates them from their family and social environment and subjects them to significant pressure. In the absence of adequate emotional support or monitoring by programme staff, the athlete develops severe depression and loneliness and later dies by suicide.

A young athlete residing in a sport academy is systematically ignored by coaching staff when expressing distress and is not provided with any psychological support, resulting in serious and lasting psychological harm.

A coach dismisses a minor athlete's pre-competition anxiety about returning after injury, provides no reassurance or support, and insists they compete without adjustments or referral for appropriate help.

A coach fails to acknowledge or encourage young athletes, dismissing their concerns and providing no positive reinforcement, creating an environment in which athletes do not feel supported or encouraged.

Cases of minor neglect/negligence

A club official knowingly arranges lower-cost but unsafe team travel, disregards safety concerns, and a crowd crush occurs in which a minor athlete loses their life.

A minor athlete is left behind at the airport due to flight delay with no contact, sufficient funds or clear instructions on how to reach the team's hotel. After several hours, airport staff assisted the athlete in contacting the team manager and the situation caused significant distress to the athlete.

Lack of safety protocols by a club when a child sustains an injury (crowded hallways and absence of action taken).

A coach fails to support a minor athlete during and following a conflictual situation despite the athlete refusing to eat and showing unusual behaviour.

A coach fails to react to verbal violence and the use of vulgarisms between minor athletes.

A coach fails to supervise swimming pool sessions during which athletes are exposed to dangerous behaviours from teammates, including having their head held underwater, having their eyes covered in the water, or being at risk of being landed on by jumping peers.



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Strengthening Response Mechanisms
for Safeguarding in European Sports



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