

NORGES  
IDRETTSFORBUND



# How to deal with sexual harassment and abuse in Sport

## *Which strategies have proven useful?*

Leeds, July 15<sup>th</sup> 2014

Pro Safe Sport for Young Athletes (PSS) - Expert workshop

Council of Europe – Enlarged Partial Agreement on Sport (EPAS)

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# Why?

*Why give priority to work  
against sexual harassment  
and abuse?*

Vision:

***Joy of Sport  
– for All***

# *The aim for Norwegian Sport:*

## **§ 1-2 Aim** *(NIFs law)*

1) NIF shall work for the opportunity for all people to practise sport according to one's own wish and need, and without being discriminated on the basis of religion, sexual orientation or ethnic origin. [...]

# Zero tolerance of discrimination and harassment

## 2.4. Inclusion *(Sport Policy Document 2011-2015)*

***Goal: To increase the participation of underrepresented groups, so that their participation in sport mirrors the diversity in society, by***

- making everyone feel welcome and accepted as members of the sport clubs
- removing conditions that inhibit the participation of certain groups
- enforcing the principle of zero tolerance of discrimination and harassment regardless of gender, ethnicity, faith, sexual orientation, and disability



# Zero tolerance of discrimination and harassment

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# Zero tolerance



- For discrimination / harassment / abuse
  - Bullying
  - Homophobia
  - Sexual harassment
- Why?

***Joy of Sport – for All***



# Background (Norway)

2000:

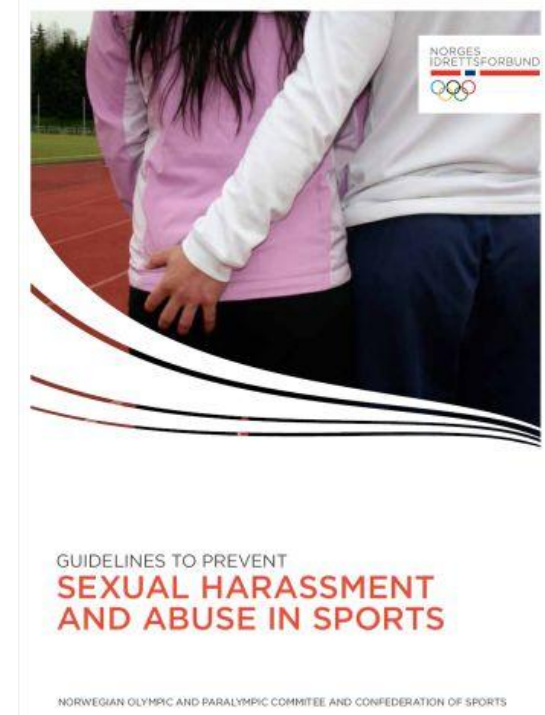
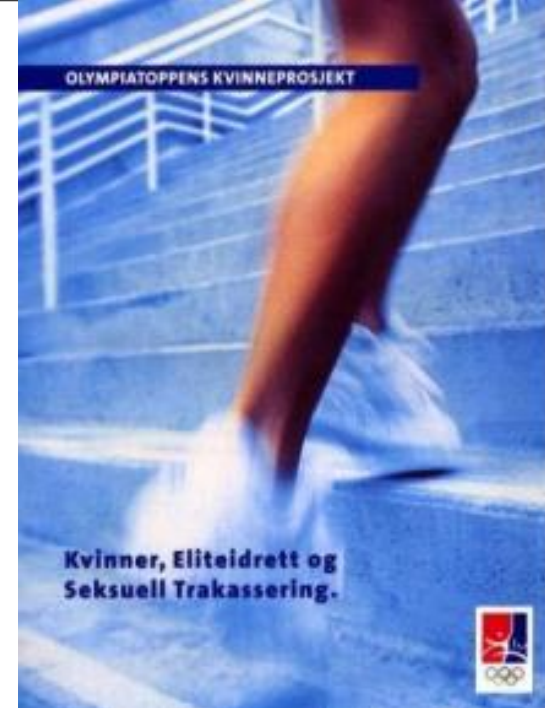
- Report “Women, elite sport and sexual harassment” (Kari Fasting and Jorunn Sundgot-Borgen)
  - ***28% of female elite athletes had experienced sexual harassment within sports***

2000:

- First guidelines against sexual harassment adopted by NIF

2010:

- (New/revised) Guidelines to prevent sexual harassment and abuse in sports



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



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

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



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

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



- The support network (coaches, managers, representatives, functionaries, judges, parents etc.) have the main responsibility for letting these rules be known in the organisation/sports environment, and that they are adhered to.*

# Challenges

- How many know about the Guidelines?
- Do sport clubs feel confident enough to deal with cases?
- Are the guidelines clear enough regarding coach-athletes-relations?

Key challenge:

***FEAR***

# How to overcome **fear** ?



... and feel confident enough to

- address the topic
- deal with cases

# Confidence to deal with cases (the fear for doing mistakes)

- Clear-cut advices
  - Action: Revise guidelines/recommendations in order to be more clear-cut and less ambiguous/open
- Step-by-step – recommendations
  - Action: Provide step-by-step info adapted to Athlete / Sport club (respectively)
- Someone to call for help
  - Action: Train and follow-up Regional Sport Bodies. Keep national competence at NOC



# Confidence to address the topic

(the fear for an uncomfortable topic)



## “The role of the coach”

- Five short films to be used in our work against sexual harassment and abuse
  - Coach education/training
  - Club events/meetings
  - Federation events/meetings
- Available online
  - [http://www.idrett.no/tema/lover/retningslinjer/Sider/Trenerens\\_ansvar.aspx](http://www.idrett.no/tema/lover/retningslinjer/Sider/Trenerens_ansvar.aspx) (NO)
  - <http://www.idrett.no/english/Sider/The-role-of-the-coach.aspx> (English subtitles)
- Accessible without any previous knowledge/training



LOV RETNINGSLINJER

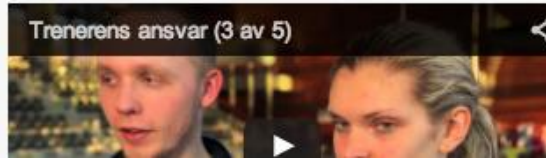
Retningslinjer

- Alkohol
- Databehandling og personvern
- Dugnad
- Ettisk handel
- Lege og sanitet
- Markedsføring overfor mindreårige
- Seksuell trakassering og overgrep
- Trenerens ansvar
- Tobakk

## - Trenerens ansvar

Filmer til bruk i arbeidet mot seksuell trakassering i idretten

Tweet 0 +1 0 Anbefal 0



### Kontaktinformasjon

Telefon:  
+47 21 02 90 00

E-post:  
nif-post@idrettsforbundet.no

- Presentasjon av NIF
- Kretsversikt

### NYHETER

- Et norsk OL i 2022 – for Sunn Jenteidrett-
- Høringsvarene til
- Momskompensasjon 2013
- Kammerherre Egebergs
- NIFs Ledermøte 2013

### Politiattester

INNSIKTING OG HÅNDTERING AV POLITIATTESTER

### KALENDER

- 28.05 Sunn Jenteidrett-
- 30.05 Idrettsstyremøte
- 31.05 Ledermøtet 2013
- 24.06 Idrettsstyremøte
- 08.08 Olympisk akademi 2013
- 29.08 Nordisk konferanse om

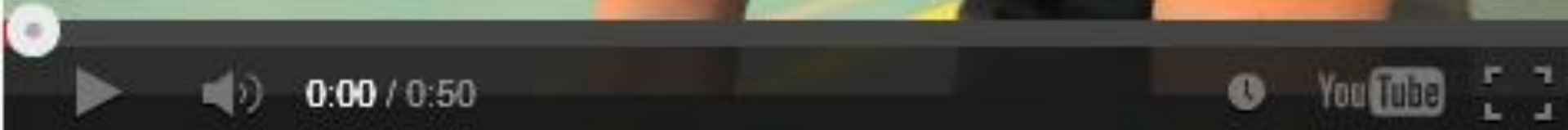


# «The Role of the Coach» – Film 1

The Role of the Coach (Trenerens ansvar) Film 1...

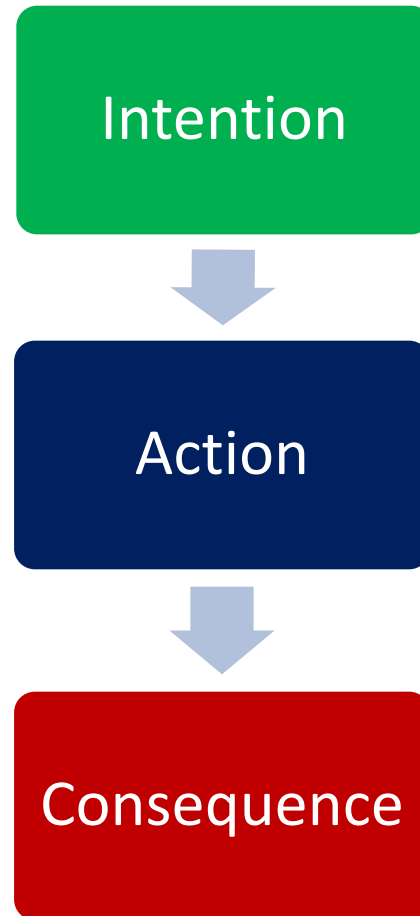


No, it feels fine.



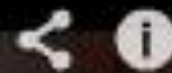
The film is available at: <http://www.idrett.no/english/Sider/The-role-of-the-coach.aspx>

“I meant  
nothing”



# «The Role of the Coach» – Film 2

The Role of the Coach (Trenerens ansvar) Film 2...



0:00 / 0:46



YouTube



The film is available at: <http://www.idrett.no/english/Sider/The-role-of-the-coach.aspx>

# Risk-situation #1

# Risk-situation #1: Coach – athlete – relationships

- Most cases concerns relationships between coach and athlete
- “Relation between two consenting adults”
  - .... or abuse of coach authority?
- Clubs are likely to minimize the consequences for the coach

# Coach – athlete – relationships



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

Tentative recommendations on coach-athlete-relationships:

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



***You can not  
be neutral***

# ***Taboo-Topic***

# Taboos & Stereotypes

- Gender role
- Sexual orientation
- Coach – athlete – relationship

# How to change “attitudes”?



- “Haldningsskapande” (Creating attitude)
  - Can you *create* good attitudes?
- “Haldningsutfordrande” (Challenging attitude)
  - We can *challenge*, in order for each one to reconsider one’s own attitudes
- Challenge through
  - Knowledge
  - Perspective
  - Responsibility

# Homophobia

# Knowledge

# Challenges for young gay/lesbian?

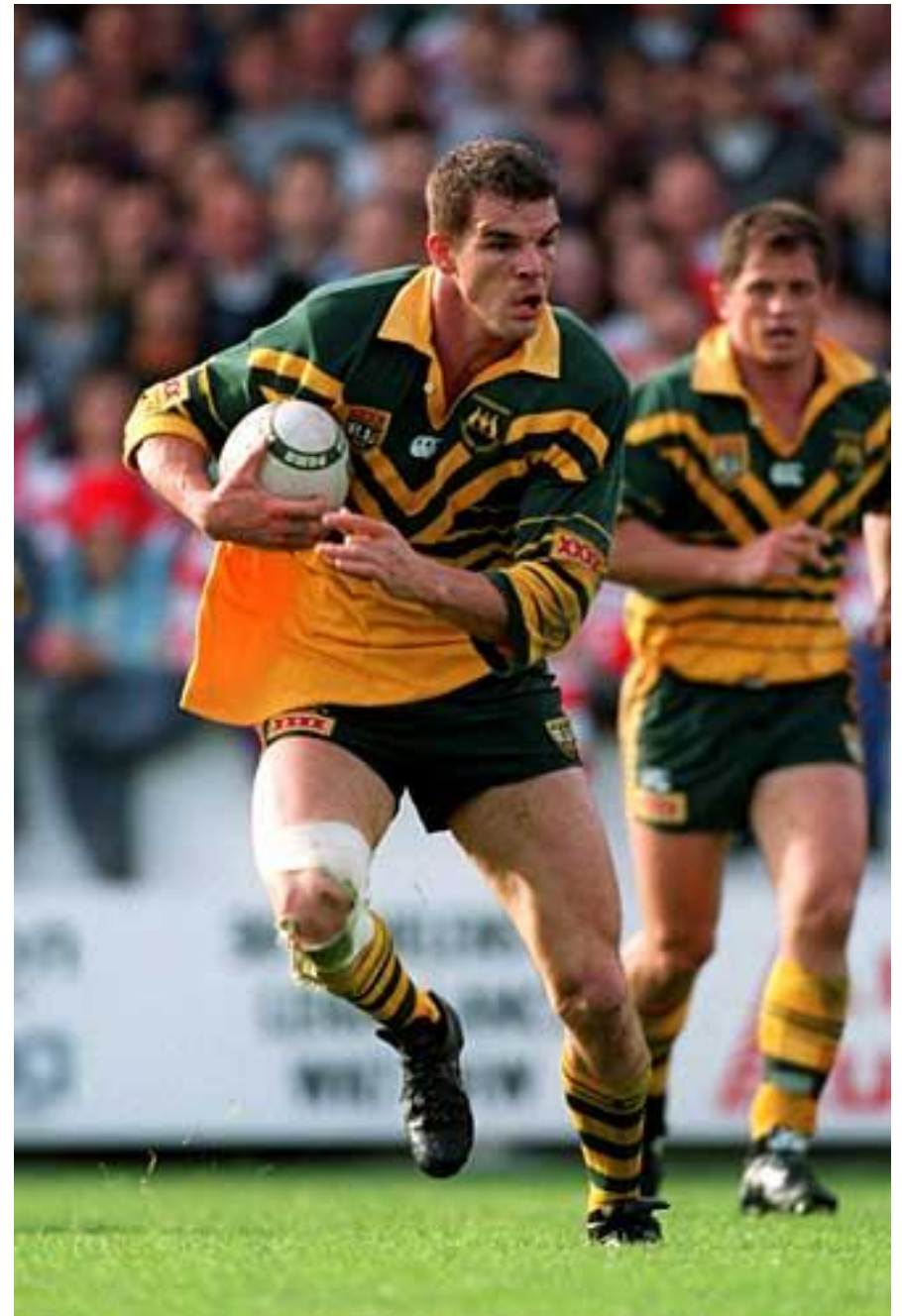
- Most gay and lesbian live a good life
- But many face challenges:
  - Suicide
  - Violence
  - Bullying
  - Slur / terms of abuse

# Perspective



# Ian Roberts

- Australian Rugby
- Professional 90-98



# Matthew Mitcham

- Australian diver
- Olympic Gold Medallist 2008



# Sexual orientation VS gender role

# Sexual orientation VS gender role

# Responsibility

# What can the coach do?

# The «coming-out»

## Ukens boliger



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**BOA: 96 kvm**

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Trygg og effektiv eiendomshandel

# ”Østlendingen”

(Norwegian local newspaper)

## 19.Sept. 2008

[www.ostlendingen.no/article/20080919/SPORT04/27546030/1](http://www.ostlendingen.no/article/20080919/SPORT04/27546030/1)

Onsdag valgte Are Grongstad (20) å fortelle sine lagkamerater i Elverum Håndball at han er homofil. Nå håper han at åpenhet rundt temaet kan føre til at flere menn i idretten tør å stå fram med sin seksuelle legning.

Wenche Norberg-Schulz

Are Grongstad har gjort noe svært få andre mannlige idrettspersonligheter har turt å gjøre før ham: han har tatt skrittet fullt ut, og valgt å være åpent homofil i et mannsdominert miljø.

### – Vil inspirere andre

Onsdag forfalte han alle lagkameratene sine i Elverum Håndball om sin seksuelle legning.

– Jeg har aldri vært så nervøs i hele mitt liv, sier 20-åringen.

– Men reaksjonene jeg fikk var utelukkende positive. Alle har kommet bort til meg og sagt at det er tøft at jeg tør å stå fram, og det gjør også at jeg er trygg nok til å ta et steg videre, sier Grongstad.

Etter samtaler med familie, trener Christian Berge og andre lagkamerater, har han valgt å gå ut i media med sin historie:

– Jeg har lyst til å komme ryktene i forkjøpet for min egen del, men jeg håper også at min historie kan inspirere andre i idretten til å stå fram. Spesielt tenker jeg på unge gutter i dag som ikke har noen som har gått i bresjen for dem, sier Grongstad.

### – Forberedt på reaksjoner

20-åringen tror nemlig det hadde vært lettere for ham å

Del på nettet

Tips en venn via epost

Skriv ut

**Tips oss »**

**SMS:** kodeord TIPSØ til 2097

**E-post:**

[nettavisen@ostlendingen.no](mailto:nettavisen@ostlendingen.no)

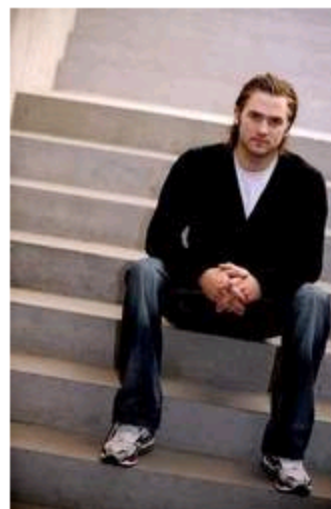
**Send tips her »**

**Les også**

» Berge: – Tøft gjort av Are

» – Viktig for hele idrettsnasjonen

» Håndballkonferanse om seksuell legning



MODIG: Are Grongstad (20) vil gjerne være en foregangsmann for andre homofile i idretten. – Jeg håper jeg kan bidra til at det blir mer åpenhet rundt dette temaet, selv om det selvfølgelig er spesielt å utlevere seg slik,



» Sundet-Start i bilder (2)

**Tippeligaen**

Navn
1 Stabæk
2 Tromsø
3 Fredrikstad
4 Bodø/Glimt
5 Rosenborg
6 Lyn Oslo
7 Viking
8 Brann, SK
9 Strømsgodset
10 Molde
11 Vålerenga
12 Lillestrøm
13 HamKam
14 Aalesunds FK

**Toppserien Kvinner**

Navn
1 Røa
2 Kolbotn
3 Asker
4 Team Strømmen
5 Arna - Bjørnar
6 Klepp
7 Amazon Grimstad
8 Trondheims-Ørn
9 Fløya



# ”Coming-out”

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

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

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

# Zero-tolerance of homophobic language

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

**You can not  
be neutral**

# SUMMARY

How to deal with sexual  
harassment and abuse in Sport  
*Which strategies have proven useful?*

# SUMMARY

- **Strong foundation in adopted policies**
- **Clear guidelines and recommendations**
- **“Someone to call”**
- **Low-barrier training tools**
- **Obligatory component in coach education**

# Resources



NIF (Norwegian NOC/IPC):

- Guidelines (english)
  - [www.idrett.no/english/Sider/Sexualharassment.aspx](http://www.idrett.no/english/Sider/Sexualharassment.aspx)
- Films (english subtitles)
  - [www.idrett.no/english/Sider/The-role-of-the-coach.aspx](http://www.idrett.no/english/Sider/The-role-of-the-coach.aspx)
- Presentation (english, 25min)
  - [www.idrett.no/english/Sider/WithSportsagainsthomophobia.aspx](http://www.idrett.no/english/Sider/WithSportsagainsthomophobia.aspx)

IOC

- Consensus Statement: Sexual harassment and abuse in sport
  - Adopted by the Executive Board, February 8<sup>th</sup> 2007
  - <http://www.olympic.org/content/news/media-resources/manual-news/1999-2009/2007/02/08/ioc-adopts-consensus-statement-on-sexual-harassment-and-abuse-in-sport/>
- Educational tools:
  - <http://sha.olympic.org>
  - [www.olympic.org/sha](http://www.olympic.org/sha)

<http://sha.olympic.org>

Nine «personal stories» + Toolbox

4 languages (French/English/German/Russian)

Jack's story

Homophobia  
3mins 30secs





**You can not  
be neutral**

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