

# HANDBOOK OF MAPPED GOOD PRACTICES ON FAIR COACHING AND REPORTING TOOLS

  
**FAIR COACHING**  
**BE RESPECTFUL**



Co-funded by the  
Erasmus+ Programme  
of the European Union

# Introduction

This part of the report focuses on the existence of ethics codes on sports and good practices and provides both a background for what ethics code and good practices is, how they are used in each of the partners' country concerning sports and fair coaching and foreground what are the limitations of these codes and how our project Fair Coaching can fill the missing points.

Generally, ethics codes are as old as antiquity. Religious traditions and civic cultures have codes as their foundations. The Mosaic Decalogue (Ten Commandments) is the keystone for Judaism, Islam and Christianity. Pericles made the Athenian code the underpinning of ancient Greek politics and culture. In each case, codes carry general obligations and admonitions, but they are far more than that. They often capture a vision of excellence, of what individuals and societies should be striving for and what they can achieve (Gilman, 2005).

In this sense the basic principle of a Code of Sports Ethics is that ethical considerations leading to fair play are integral, and not optional elements, of all sports activity, sports policy and management, and apply to all levels of ability and commitment, including recreational as well as competitive sport. A Code of Sports Ethics has solid historical and philosophical foundations. It has two underlying principles: fairness and sport as an arena for individual self-fulfilment. Fairness refers to practising a sport while faithfully respecting the rules of competition, and to providing everyone with an equal chance of taking part in sport. Sport should be practised according to fair play, be free of discrimination and be an activity for all. Moreover, sport should be an arena for self-fulfilment in which everyone is given the opportunity for self-development and self-control according to their potential and interests. In this way, sport can become an important ethical and cultural factor in society.

Ethical codes are adopted lately by sport organizations to assist sport stakeholders members in understanding the difference between right and wrong in sports and in applying that understanding to their sport related policies procedures and finally decisions. An ethical sport code generally implies documents at three levels:

- A] codes of sport corporate business ethics, namely international sport federations national sport associations and sport unions, Olympic committees, professional sport leagues and sport professional unions
- B] codes of conduct for employees namely the sport managers, sport staff, athletes assistant staff sport , and
- C] codes of professional practitioners namely sport trainers, sport coaches, and the professional athletes or players

Many sport organizations use the phrases ethical code and code of conduct interchangeably,

but it may be useful to make a distinction. A code of ethics will start by setting out the values that underpin the code and will describe a sport organization's obligation to its members and/or its stakeholders. The sport code is publicly available and addressed to anyone with an interest in that sports organization's activities and the way it operates in the wider sport spectrum in national European or International level. It will include details of how the sport organization plans to implement its ethical values and transparent vision, as well as guidance to sport personnel and staff on ethical standards and how to achieve them. However, a sport code of conduct is generally addressed to and intended for the sport organization's leaders employees and staff. It usually sets out restrictions on human behaviour and will be far more focused on compliance or rules than on values or principles.

A code of ethical practice is adopted by a profession (or by a governmental or non-governmental organization) to regulate that profession and in this sport Erasmus project specifically for the sport trainer the P.E. teacher and the semi-professional or full professional sport coach. A code of practice may be styled as a code of professional sport responsibility, which will discuss difficult issues, difficult decisions that will often need to be made, and provide a clear account of what behaviour is considered "ethical" or "correct" or "right" in the circumstances of sport instruction or coaching phase. In a sport coaching membership context, failure to comply with a code of practice can result in expulsion from the professional sport organization namely the sport labour union or the league or the sport federation in some cases even from the NOC. KEA fair play code Hellas uses the working definition: "Principles, values, standards, or rules of behaviour that guide the decisions, procedures and systems of any kind of sport organization in a way that contributes to the sport society and welfare of its key sport stakeholders and sport members, and at the same time respects the ethical and legal sport rights of all constituents namely athletes players trainers and coaches that may be affected by its sport actions decisions activities and operations.

Ethical codes are often adopted by the sport management of any sport organizations and also sport staff employers, not to promote a particular moral theory, but rather because they are seen as pragmatic necessities for running any kind of sport organization in a complex sport society in which moral concepts such as ethics integrity and transparency play an important part.

They are distinct from moral codes that may apply to the sport culture, physical education, of a whole European society. It is debated whether the sport governmental political staff and sport ministers politicians or NOC's BoDs, should apply a code of ethics, and conduct or whether it is a profession entirely discretionary, at the hands of CAS, or just subject to compliance with the national or European law: however, recently sport codes of practice have been approved in this field by IOC IPC FIFA UEFA and many European sport leagues and also sport labour unions such as FIFPRO Europe and EUROPEAN ATHLETES NGOs

Often, acts that violate ethical codes may also violate a national or european law or regulation and can be punishable at law or by government agency remedies.

Even sport organizations and sport clubs or local sport communities that may be considered criminal in nature may have ethical codes of conduct, official or unofficial namely fans or supports of football clubs with extremist violent behaviour and hooliganisms or racism

Codes seek to define and delineate the difference between conduct and behaviour that is *malum in se*, *malum prohibitum*, and good sport practice. Sometimes ethical sport codes include sections that are meant to give firm rules, but some offer general guidance, and sometimes the words are merely aspirational. In sum, a code of ethics is an attempt to codify “good and bad behaviour”

A code of conduct can be an important part in establishing an inclusive athletic culture, but it is not a comprehensive solution on its own. An ethical athletic culture is created by the sport organization’s leaders such as NOC or sport federation presidents, who manifest their ethics in their personal attitudes and behaviour. KEA fair play code hellas study of sport codes of conduct in the private sport sector show that their effective implementation must be part of a learning process that requires training, consistent enforcement, and continuous measurement/improvement. Simply requiring sport members to read the code is not enough to ensure that they understand it and will remember its contents. The proof of effectiveness is when employees/members and especially trainers instructors and coaches feel comfortable enough to voice concerns or sport irregularities and believe that the sport organization will respond with appropriate ethical and transparent action.

A code of conduct, that is recently used by Global NGOs such as IOC IPC IAAF FIFA UEFA and its NATIONAL FAs, is a set of rules outlining the norms, rules, and responsibilities or proper practices of an individual party or any national member sports organization. Such code of conduct is a set of rules which is commonly written for employees and employers also of the NGO members, which protects the sport business management and its activities and informs all kind of shareholders and stakeholders, of the NGO’s expectations. It is appropriate for even the smallest of sport clubs to create a document containing important information on expectations for employees in this case the sport trainers, instructors and coaches. The document does not need to be complex or have elaborate policies. A Code of Sports Ethics sets out to:

Identify and promote educational and preventive measures intended to reinforce best practice. One of this sport Erasmus project main issue is therefore the promotion of fair coaching

Bring ethical principles to the sport organisation and practice of sport which will allow the challenges facing sports ethics to be analysed and met.

Promote the dissemination of tools for emphasising the responsibilities of sport institutions and coaches to promote sports ethics and fair play and to ensure that these rights are respected.

If we go a little further in our thinking, good practices could be a vehicle for positive values and ethical conduct. However, sometimes the reality reveal that there is a gap between “the sport that we want” and “the sport that we have”. For this reason there are certain groups and individuals or stakeholders involved in the sporting world have decided to take action and ensure that sport becomes a true vehicle for positive values and ethical behaviour.

We will now highlight a few of those actions that individuals and communities have carried out with the aim of mining the full potential of sport as a means of helping the idea of Fair Coaching.

# Mapped Good Practices

## 1) “Character against violence”

In Serbia there was a project with the name “Character against violence” that run for one year, during 2008 - 2009. The project was aimed at developing and educating the character of young people, the formation of basic moral principles: trust, respect, responsibility, fair behaviour, care, caring for others and citizenship, and three basic forms of morality in sports: fair play, sports behaviour, and sports nature. The project also educated coaches, leaders of sports organizations to deal with the prevention of violence in sports, to protect all participants in the sports system, especially athletes. Its target group were the Sports community in Serbia (sport federations etc.) and youth athletes.

This action initiated by the Water Polo Federation, envisaged, among other things, “workshop activities” whose participants were students of sports schools and young athletes. The schedule envisaged holding eight summer workshops on the topic of what I know about sports and what I can get from it, at several locations where summer sports schools are held, as well as certain sports clubs.

The cycle of TV shows named “Stopwatch” had athletes and sports as its backbone. Each of the 11 TV shows was an individual thematic unit, dedicated to one sport (swimming, rowing, karate, archery, boxing, rugby, football, athletics, water polo, basketball, handball). Youth athletes, recreational athletes, cadet, and junior national team members were filmed at competitions and summer camps throughout Serbia - on Kopaonik, in Kikinda, Kragujevac, Karatash, Kovilovo, Belgrade.

The documentary approach in the realisation and authentic ambiances and atmosphere provided a direct insight into the lives of athletes who spoke about their dreams, expectations, perseverance, crises, respect, events they remember, fair play, responsibilities, coaching.

In the “Stopwatch” series, in addition to athletes, coaches and referees also participated, famous Serbian and world-renowned athletes like – karate player Tanja Petrovic, shooter Jasna Sekaric, boxer Tadija Kacar, basketball player Miroslav Beric, football coach Radomir Antic, swimmer Ivan Lendjer, athlete Sonja Stolic, water polo player Nikola Kuljaca, rower Djordje Visacki, handball player Vladimir Perisic.

In addition to interesting information about the history, equipment and rules of sports, the educational character of the show was expanded with the participation of doctors from the Republic Institute for Sports who introduced viewers to the health aspects of a particular sport.

Creation of the “Ethical Codes of Participants in Sports” that were all national sport federations recognized by the Serbian Ministry of Youth and Sport signed. Ministry of Youth and Sport of the Republic of Serbia distributed protocol to all Serbian sport NGBs and other relevant sport institutions. As a part of the action “Character against violence”, initiated by the Serbian Water Polo Federation and supported by the Ministry of Youth and Sports, representatives of 70 national sports federations signed “Ethical Codes of Participants in Sports” thus committing themselves to the fight against all forms of violence and misconduct in sports.

The lessons have learned were the following

- Creation of the “Ethical Codes of Participants in Sports” that were all national sport federations recognized by the Serbian Ministry of Youth and Sport signed.
- Creation of a study and research conducted by the project participants, supported by the Ministry of Youth and Sports and the Institute for Sports and Medicine in Sports named “The degree and forms of violence in sports in Serbia” In Serbian: <https://www.mos.gov.rs/wp-content/uploads/download-manager-files/2010%20-%20%20Stepen%20i%20oblici%20nasilja%20u%20sportu%20Srbije%20MOS-Karakterom%20protiv%20nasilja.pdf>
- Institute for Sports and Medicine in Sports issued “A handbook for parents of young athletes”  
<http://www.rzsport.gov.rs/download/file/prirucnik%20za%20roditelje.pdf>

## **2) “Model protocol on the protection of children and youth from violence in recreational and sporting activities”**

In April 2013, an action started and is still active by The Child Rights Center in Serbia and aimed at empowerment of sports associations for realisation and promotion of human rights through establishing mechanisms for prevention and protection of children and youth from violence in sport. The focus of the project was on preparation of the Model protocol for prevention and protection of children and youth from violence in sport, which formulated comprehensive measures and mechanisms for prevention and protection of youth athletes from forms of violence occurring in that particular area. Its target group is the Sports community in Serbia (sport federations etc.) and youth athletes.

A working group was formed for drafting a Model protocol on the protection of children and youth from violence in recreational and sporting activities. Working group consisted of 9 members from representatives of relevant ministries, professionals in the field of sports, prevention and protection of children and youth from violence, a representative of the Serbian Sport Association and representatives of the Centre for Rights of the child. Five (5) focus groups were realized with the aim of having existing statistical data on the occurrence of violence among and over children in sports, enriched with personal insights, direct experience and qualitative consideration of the situation, as well as opportunities in the development of protection of children / young athletes participating in organized sports activities. Focus groups were organized with the following relevant actors: domestic and international organizations that are fully or partially involved in the prevention and protection of children and youth from violence, sports federations and coaches working directly with grandparents, young athletes, parents of young athletes and sports journalists;

Based on the prepared detailed plan, a campaign to raise awareness of the problem called “Scoring in the spirit of sports” was being implemented. The objectives of the focus groups were to, through the exchange of information, experiences and attitudes of the participants on the necessary elements of model protocols, defined recommendations for the future work of the Working Group for drafting the Model Protocol for the prevention and protection of children and youth from violence in sports.

The focus group was attended by partners of the Child Rights Centre in the field of protection of children from violence, as well as organisations involved in promoting the sport: the representatives of the German Organization for International Cooperation GIZ (GmbH) – project “Strengthening of structures for the empowerment and participation of youth in Serbia”, representatives of the OSCE Mission to Serbia, Representative of the UNICEF office, a representative of the Foundation Ana and Vlade Divac, Ministry of Health, and Center E8.

The protocol model made it possible to transfer knowledge and experience and to educate everyone in the system of Serbian sports in order to prevent violence against children in sports and protect children in sports with experience and knowledge from the European Union.

### **3) “Research on the position of women in sports in the Autonomous Province of Vojvodina”**

The Centre for support for women in Serbia during 2010 - 2011 was the leader of a project named “Research on the position of women in sports in the Autonomous Province of Vojvodina” and its target group was Sports community in Autonomous Province of Vojvodina – focus on women in sport. The publication was one of the results of the project, which was realized by the non-governmental organization “Center for support for women” from the City of Kikinda, in the second half of 2010. The project was financially supported by the Provincial Secretariat for Sports and Youth (within the Program of Affirmation of Women’s Sports in Vojvodina) and the Sports Department of the Municipality of Kikinda. The set goal of the Project was to use various research methods to get a comprehensive picture of the situation, which should enable the creation of a document on the position of women in sports and opportunities for its improvement on the territory of the Autonomous Province of Vojvodina.

The creation of the Project was based on the fact that, despite the adopted international and domestic documents, the efforts of sports institutions and proclaimed goals, women in Serbia and Vojvodina are significantly less represented in sports than men. This applied to most sports and to all age groups. However, women are still not actually equal when it comes to rewarding in professional sports, and their representation in the roles of sports leaders, coaches and judges, strikingly lags behind the representation of men. In the preparatory phase of the Project, research took into account the results of similar surveys conducted in Serbia and Vojvodina after 2000. We also recorded a set of proclaimed values related to the participation of women in sports, in the international context and in our country.

The project team decided that through the Research on the position of women in sports in the Autonomous Province Vojvodina documents: attitudes and experiences of female athletes, participation of women in sports clubs and competition categories, position of women within provincial branch federations, referees, and coaches’ organization, and finally - the treatment

and funding of women's sports and programs for women locally.

The project was implemented in the period July – December 2010. They managed the research activities.

As a result of the project and research, reports and project were created: Reporting about sports – introduction of the gender dimension The publication was created within the project "Changing media practices in reporting on women in sports"

<https://cpz.rs/Dokumenti/Izvestavanje-o-sportu-uvodjenje-rodne-dimenzije.pdf>

The research team is convinced that the obtained results are very useful. In addition to the Secretariat for Sports and youth findings should be borne in mind by actors in sports at the Republic, but especially at locally.

It would be very useful to keep the research findings and recommendations in mind when:

- announcing a call for proposal for projects that contribute to the affirmation of women's sports in Vojvodina,
- announcing various call for proposals for financing sports clubs and programs for the development of sports in municipalities and cities of Vojvodina,
- drafting decisions and strategic documents in the field of sports and youth at the provincial and local level, as well as decisions and documents aimed at improving the position of women and gender equality at the provincial and local level,
- development of instructions and recommendations for branch federations and departments / secretariats for sports in municipalities and regions of Vojvodina,

Also, the results of the Project can be taken into account in the development of future legislative proposals and bylaws, strategies, plans and specific activities undertaken at the national, provincial and local levels by the Ministry of Youth and Sports, the Ministry of Social Policy – Directorate for Gender Equality, the Provincial Secretariat for Sports and Youth, the Provincial Secretariat for Labour, Employment and Gender Equality, the Olympic Committee, republican and provincial branch federations, local governments, clubs and other actors whose activities directly or indirectly affect the position and development of sports.

Finally, it should be said that the Project is of great importance for the non-for-profit organisations, it's capital and a good basis to work in the future on the affirmation of women in sports and open topics that others are not ready to talk about loudly enough or openly enough.

#### **4) "SAVE"**

The project SAVE (SAVE - Sport abuse and violence elimination, national service counter against violence, harassment and abuse in the world of sport) was born in Italy with the idea of providing a concrete service of support and help line for athletes to receive information and support concerning abuses and violence in sport. Its start has been supported by Lazio Region, willing to start piloting initial actions of training of trainers and start up of the helpline service.

ASSIST will be in charge of the sport related area, providing specific know-how and expertise in the field of sport; DIFFERENZA DONNA represents one of the main NGO at national level that provides support and assistance to women victims of gender based violence and abuses, current manager of the national anti-violence number 1522.

The project was born from the push of Assist Associazione Nazionale Atlete, which wanted to create a collaboration with Differenza Donna Ong, authoritative reality of thirty years of experience both nationally and internationally in the fight against violence and current manager of the toll-free number 1522 of the Department of Equal Opportunities - Council Presidency.

The service has two objectives: the first is to activate an important awareness and information campaign, starting from the Lazio region and then at national level.

The second objective is to collect complaints, providing concrete and free assistance to those who suffer harassment and abuse: all this thanks to psychologists, lawyers and experts in Women's Difference already active on multi-discrimination and recently speakers, as excellence of our country, to the Council of Europe.

SAVE's communication and awareness-raising activities will start with the approach to big sports realities, starting from the peripheral offices of CONI and National Sports Federations that have reacted in an encouraging way to the request to make a common front on the issue. In the Lazio Region, will be immediately organized also first meetings with schools and sports clubs of the territory. The target group is athletes from grassroots and professional level and also for training coaches, sports trailers and parents.

This service has two objectives

- to spread awareness, train and inform the sports world, the athletes, the coaches, the teachers and the students in the schools, in order to make visible a phenomenon that is too often hidden and to provide adults and young people with a vocabulary to be able to talk about it and in case it is necessary to denounce it
- through the great contribution of Differenza Donna, to collect complaints, providing free, concrete and professional assistance to those who suffer harassment and abuse through trained psychologists and lawyers.

At the moment, SAVE is building a Training programme on this topic addressing:

- a) 10-13 years in schools and sports clubs
- b) 13-19 years in schools and sports clubs (Indicative age, at least in the case of teams, which could be more mixed)
- c) teachers and parents (parents, in addition to signing a waiver, will want feedback on what is explained to their children and it is important to provide it, giving them useful information)
- d) Coaches and sport operators

## 5) "Change the game"

ChangeTheGame is a volunteer organization in Italy committed to protecting female athletes

from sexual, emotional and physical violence and abuse. Its target group are:

- Athletes
- Coaches
- Sport managers
- CONI - Italian Olympic Committee

They have a website that features educational resources, codes of conduct and best practices intended for coaches, and tools to help families, athletes, and sports organizations. Their main aim is contributing to building a healthy, happy, and protected sports environment for boys, girls, and every athlete of any age.

They work in the national context of Italy, where at the moment a specific legislation about the topic of preventing abuses and violence in sport is still missing.

ChangeTheGame has developed a set of proposals to rebalance the sports system in favour of and for the protection of women and minors. Preliminary to each proposal is the indication in the federal codes of the offences that lead to coaches and instructors, or aspiring to such, the ban on teaching of sports disciplines. To this end, they have proposed to include in the statutes and/or technical regulations of the federations the request for criminal certificates and pending charges from sports collaborators in order to verify the absence of convictions or pending judgments for certain crimes (especially those against the sexual sphere).

Among the main proposals elaborated by the Association on the FC topic:

- introduction of the disciplinary offence of sexual violence and child abuse with the exclusive provision of the sanction of disbarment in the regulations of sports justice;
- provision in the statutes and/or technical regulations of sports federations for the exclusion of technicians convicted of sexual crimes from teaching a sporting discipline
- request to exhibit criminal certificates and pending charges for sports collaborators
- increase from four to ten sports seasons of the statute of limitations for disciplinary offenses related to sexual violence and child abuse within the sports world
- preventing a person who has been disbarred from one sport discipline for sexual assault and child abuse from joining another and different discipline.

Training/information project for technicians and athletes: The Association has created a manual against abuse in sport, downloadable from the website, divided into 6 parts: sexual abuse in sport, legal boundaries regarding coaches, sports justice, virtuous cases in Italy, testimonies and proposals. Meant as a code of conduct for instructors, coaches and technicians and an information, the manual called "Educating for awareness against sexual abuse in sport", the code of conduct for instructors, coaches and technician, is available in Italian language; training courses on the topic of abuse to instructors and coaches of several Italian Sport Federations.

Information, outreach and public awareness activities on abuses in sport: dedicated Facebook page, Instagram and website, conferences and seminars.

To raise awareness and involve athletes on the phenomenon there is information, dissemination and awareness through media and conferences: speeches on the topic of sexual abuse in sport at the conference of the Italian Association of Lawyers. ChangeTheGame has developed a set of proposals to rebalance the sports system in favor of and to protect women and minors, called “a Red Code for Sport”. As a production of recommendations and guidelines for sport organizations, institutions and federations represent the main activities in the field of fair coaching:

- Causes of exclusion from the activity of teaching a sport discipline and achievement, certification, registration and renewal of the qualification, office and role of instructor, coach and sports technician
- Proposal for the request for certificates of criminal record and pending charges from sports collaborators

Unfortunately, the proposals formulated by the Action were not adapted by the Italian Olympic Committee - CONI, as considered not urgent. Independently from the quality of these proposed tools, that is quite meaningful to illustrate the situation of awareness and willingness to act in this field by the current Italian sport institutions.

Therefore, so far the biggest challenge for the initiative is the barriers that policy makers and decision makers in sport in Italy represent when it comes to put into practice any code or laws specifically dedicated to the prevention of abuses and violence in sport. This still represents the main challenge of the initiative into becoming a “good practice” and creating a durable and sustainable impact.

## **6) “National Observatory against discrimination in sport”**

The initiative was launched through a memorandum of understanding for the creation of the National Observatory in Italy against discrimination in sport will be signed, a body equipped with adequate tools to monitor and provide a precise analysis on discrimination in sports, in particular in grassroots sport and among young practitioners.

The memorandum of understanding will be signed by the Director of Unar Triantafillos Loukarlis, by the President of Uisp (Italian Union of Sports for All) Vincenzo Manco and by the Vice President of the Lunaria Duccio Zola association. Also present in videoconference Beatrice Ion, Paralympic athlete of the women’s national basketball team, attacked in the past few days with racist threats and insults.

A specific logo of the Observatory was designed and created by the Unar in order to provide with specific visibility the initiative and promote a strategy of communication around the initiative.

This Observatory represents a innovation in Italy and also at European level, where there is currently no organisation equipped with adequate tools to monitor and provide a precise analysis of discrimination in sport, especially in the amateur sport.

The Observatory aims at proposing an effective and advanced strategies for the prevention of

violence and discrimination in sport in Italy and, through an activity of awareness and training, promote the culture of respect and inclusion, as well as the prevention and combating of all types of violence and discrimination in sports especially in young people.

So far, the initiative has stopped at the signature of the Agreement of Understanding between the mentioned partners. Nevertheless, it is important to include this initiative within the potential good practice in the field of the promotion of abuses and discrimination in sport and coaching because it is promoted by a national Government body and therefore it has the potential to impact on national level legislation. UNAR in fact is in charge of policies and strategies in the field of contrasting discriminations and a national plan to prevent discrimination in sport could also give space and attention to the topic of abuses and discrimination in coaching.

Also, the alliance with 2 organizations from the no profit sectors represents an interesting opening to a multi-stakeholders collaboration in this field, where an interdisciplinary approach is essential. The main challenge of the initiative will be the practical strategy connected to the agreement: how to put into practice the guidelines and recommendations for sport clubs and create an effective impact within the national sport system.

## **7) "PLAYING VOLLEYBALL - LOVE VOLLEY"**

They say that a picture is worth a thousand words. In the Mini Volley Mass Event "Playing Volleyball", which was later named "LOVE VOLLEY" an image was worth a thousand children for 8 consecutive years. All those children, their coaches, their parents and volunteers who participated in the project during the past years.

This project was organized for 8 consecutive years in Greece, from 2011 to 2018, by the Office of the Technical Advisor of the Volleyball Federation of Greece with the participation of ESPEDA (Association of Volleyball Associations of West Attica), ESPAA (Union of Associations of Eastern Attica) and with the support of EOE (Hellenic Olympic Commission) and the International Volleyball Federation (2011 - 2016). Later (2017 - 2018), Peristeri Volleyball School continued the whole project under the new name of the project "LOVE VOLLEY". The common purpose was to promote a positive storytelling about Fair Coaching and to spread the values of Sports, Teamwork, Positive Attitude, Perseverance, Fair Play, Equality, Respect. Its target group were Coaches, Athletes, Parents, Physical Education Students, Sports Spectators.

The basic idea was to organize seminars, activities and training for coaches, athletes, physical education teachers, physical education students and parents, throughout the year, using the volleyball, as a tool to promote the values of sport and in particular, fair coaching, teamwork positive attitude, perseverance, fair play, equality, respect. At the end of each year, a big volleyball festival with mass participation of all those who had been trained in the above values and in promoting the idea of fair coaching was organized and was the culmination of the success of all those that had preceded and been implemented. All this final mass event, that was organized every year, was based on the mobilization of hundreds of children - athletes, coaches, parents, volunteers, mainly Physical Education Students, Referees of the Athens and Piraeus associations and Athletes from Volleyball Clubs.

## 8) “Ethics and Sport Committee (Comité Éthique et Sport)”

After working in various sports federations/institutions in France, Dr. Lebar created this association to support and help victims of abuse in sports, as there was a lack of structures/organizations doing so. She was frequently consulted on cases of sexual abuse in her former sports medical positions, in institutions that sometimes did not address the issue of abuse at all. In these establishments, nothing was done to accompany the victims, but everything was done to hush up the cases. Assistance to victims of abuse in sport with the creation of four working groups of interested committee members. These working groups assess the current state of affairs for the topic addressed and then make a concrete proposal for action. For instance, the working group on the fight against abuse has set up a hotline for athletes. As part of this working group, training is also organized in sports structures on demand in order to raise awareness about mistreatments (these trainings are completely free). There are 15 national sections all around France. The working group on mistreatments is constituted of 45 volunteers. The target group are all forms of abuse (doping, verbal, physical, and more), all forms of discrimination (racism, anti-Semitism, sexism, disability, and so forth) are taken care of. It is available for athletes of all ages and all levels. They are in collaboration with the French Football Federation, the French Cycling Federation, the Ice Hockey Federation, and the Rural Sports Federation, the Haute Garonne Departmental Sports and Olympic Committee, syndicate for high-level athlete, Regional Directorate of Youth and Sport and they also collaborate with the Sports Ministry sometimes. They are in the midst of a partnership with the Fencing Federation.

For the working group on the fight against abuse, there was an analysis of the situation, followed by the setting up of a hotline for athletes, which was later extended to all types of discrimination. In this initiative, a doctor answers the call and puts the athlete in contact with a lawyer, psychologist or police officer in his or her region. All the volunteers involved in this process are professionals in their field. The consultation is then free of charge, in order to offer an adapted treatment. This hotline was created 3 years ago. They also provide awareness, training and role-playing in clubs and federations that wish to do so. Role plays with teenagers/children are efficient in order to raise awareness about mistreatments in sports with a playful initiative. As part of their activities they helped, or were consulted in the writing of several ethic codes of sports federations

The Ethics and Sport Committee has been successful for a year, once the athletes relayed the committee’s actions, they were designated as the expert in the fight against abuse for Paris 2024.

In 3 years, 200 victims of mistreatments have been supported by the working group, and 15 000 persons have been trained. There were part of the initiative “Start to talk” against child sexual abuse, an initiative of the Council of Europe. In the media, several articles have been published in Le Monde, Le Point, Libération, Huffington Post, AFP Sport, L’équipe, and many more. Regarding the television: the TF1 daily News, RMC Sport, Canal +, Arte, France Info and France TV. They are often quoted in Pierre Emmanuel Luneau-Daurignac’s latest book on sexual violence as experts. The association has been involved in the drafting of laws for the General Assembly.

They are independent and this allows them to express their opinions and disagreements. Therefore, they are sometimes not very much appreciated by institutions which would prefer opinions that always support them. Many athletes come to them because of their independence and because they are not affiliated to any institution. Some federations used their partnership with the committee as an alibi for claims of abuse against athletes. The committee is therefore more rigorous in its choice of partnerships. They achieve their goals by working hard, and by making sure that the athletes are happy, in order to create word of mouth afterwards. They had some difficulty to work with other associations sometimes because some of them see the Ethic and Sport Committee as a rival rather than an opportunity to collaborate

The extent of the impact has been that in 3 years, 200 victims have been assisted and approximately 1,500 people have been trained. By partnering with the French Football Federation, which is a forerunner in the fight against abuse, many projects have been created. They also work with the city of Quebec, more specifically the University of Laval.

Regarding the European dimension, they have written the legal part and the inventory of abuse in the world of sports in the Start to Talk of the Council of Europe. They are currently working with UEFA in the football field, on the physical and psychological medical level. They also worked with Fight for Dignity.

By developing an initiative concerning universal problems in sport, such as hazing, acknowledgement of assistance to a person, etc., an action at European level may be possible.

The main condition for a similar initiative to succeed at the European level is the establishment of a bond between the different associations, the development of teamwork.

## **9) “Promoting Gender Mixed Practices”**

The association observed that there was an important abandonment of sport practices for girls during adolescence, namely due to the fact that many sports practices stop being co-ed. The initial questions were to search for the keys essential to playing together. Regular mixed practice therefore seemed to be the solution to this phenomenon of abandonment among young people.

The aim of the project was to develop new solutions to encourage diversity in sport, the creation of new practices and promote equality through them. Its target group was children between 7 and 12 years old.

The first phase which began in January 2020 was an experimental phase / a field study to identify and analyze existing practices with partners. They made the choice to work only on the form of play / game that could promote gender diversity and exchange. The role of the educator appeared important in this phase though, which is why the second phase of the initiative is now dedicated to it.

Two practices to promote diversity were created during the creation phase with the L-VIS (Laboratory on Vulnerabilities and Innovation in Sport) and the 5 partner structures (AJN de Ba-

gnolet - Basketball club, Racing club de football 92 in Colombes, CA Paris 14 with a club from football, Ile de France regional committee of the Sports and Cultural Federation of France - multi-sport and multi-activity affinity federation and Sport dans la ville- association for integration through sport).

There were then field tests during the summer of 2020, then sessions were held in September and October, when outdoor practices were still permitted. There have been a total of thirty sessions organized since June 2020

There was the creation of two mixed practices:

- The first mixed practice is based on basketball. This sport has many problems concerning diversity (the difference in size, the difference in strength, a practice more accessible for boys than for girls ...). There was the creation of rules which bring about other logics of inclusion, but which do not change the practice of sport. For example: Bonus points were set up to go to other forms of strategy, there is a ban on dribbling which is the most impactful mastery concerning differences in physics, so there is a regulation of differences in level. There is a question of mental engagement with setting up a team captain / leader role accessible to all (not just boys).
- The second practice is the creation of the game Tic Tac Ball. Its final objective is to fill a tic-tac-toe grid, the first team to place three cups in the grid wins the game. There are two courses for each team which must either place a cup or remove it from the other team. It is a team sport session that smooths out the differences between girls and boys by relying on motor skills not very present in traditional sports.

A conference was broadcasted with the presence of the editor-in-chief of Les Sportives magazine, Mejdaline Mhiri,, a scientific expert and the L-Vis, Cécile Ottogalli-Mazzacavallo, Emmanuel Rouquette, in charge of pedagogical projects at Play International, Aurélie Coutron who works at the Racing 92 football club, with Gaëlle Millon as animator

Regarding the successes of the initiative, there is the children's feedback, the children's behavior during the practice where the girl / boy difference is no longer a problem despite negative a priori from several participants

Many links have been forged with certain structures, there has also been the creation of dynamics in several structures with new mixed timeslots opened during the initiative.

Since June 2020, around 30 sessions have been set up, the goal they set for themselves at the start of the project. With around twenty children per session, around 500 children were able to participate in this initiative

An communication campaign was also initiated to promote the project with two videos : [https://www.youtube.com/watch?v=FpISGQUB8ZA&feature=emb\\_imp\\_woyt](https://www.youtube.com/watch?v=FpISGQUB8ZA&feature=emb_imp_woyt)<https://www.youtube.com/watch?list=PLVlv6Kjwb7jsMrwPaDB97sy64X59ic6z-&v=t11ktav0NcE>

The obstacles they faced were the following:

- The current pandemic which has necessitated the organization of workshops by videoconference instead, thus limiting the effectiveness. Health restrictions also limited the duration of field tests which could have been more numerous.
- A reflection on the three workshops that was not pushed enough for lack of time. The solution to this problem is to either do more internally without soliciting all the actors in the field on the creation part, but it would have been a negative point for the dynamics of the project. Otherwise do more workshops, but the participants might not have been so present.
- There were obstacles within the structures themselves, with a concern for a mixed timeslot in some of them. Sometimes disagreements between one of the project leaders and the person governing the structure because the same vision was not shared. To remedy this, it will be necessary to ensure a good organizational dynamic within the structures for the future.
- There was a disappointment in structures concerning the Tic Tac Ball because it is complicated to take in hand and to set up. There was a lack of understanding of the rules, despite a simplification of the game afterwards.

As a result of the first phase, they realized that they had to start thinking about the posture of the professional/coach/educator. Play International is therefore developing the project by including the issue of the coach/educator's involvement. The objective is therefore to identify good practices to develop a mixed approach of educators. The first step is a remote presentation for half a day to list and present good practices. Subsequently, a part of exchanges will be held. This presentation will take place in mid-May.

In the lessons learned, they wish in the future to take more account of the dynamics of structures, in order to adapt the initiative to its environment.

The project is replicable in other countries. They propose to simplify the games by using already existing forms of games. The collective reflection format is replicable.

The target audience could also be adapted, to adults for example, by adopting games in more serious forms.

## **10) "You are not alone education for coaches"**

This project is an online course which provides coaches and others working in sports clubs in Finland with tools to address inappropriate behaviour, harassment, and violence within the sport environment. The training covers topics such as mental and physical violence and bullying, sexual harassment, sexual offenses against children, child protection and coaching to support the development of an individual to make choices and manage their own life. The course includes various exercises and tasks and its target group are Coaches, employees and volunteers of sports clubs. In the online course, created by the Family Federation of Finland, you will learn about preventing and addressing violence against children in sports clubs. It takes about one hour to complete the course. Through a link at the end of the course you can download all the materials and instructions which have been referenced throughout it. After completing the course, the attendants receive a certificate of completion.

## 11) “Sustainability programme for the sports community for years 2020–2024”

Led by Finnish Olympic Committee sports community created “Sustainability programme for the sports community for years 2020–2024”. The programs target group is the Sports community in Finland (sport federations etc.)

Programme contains five aspects with promises from sports community:

- Good Governance: “Our actions are transparent, open and inclusive.”
- Safe Space and Safe Environment: “Sports are a source of joy and positive experiences. No one should experience bullying, harassment or other inappropriate behaviour.”
- Equality and Equal Opportunity: “All are welcome to our activities.”
- Environment and Climate: “We operate sustainably and consider future generations.”
- Antidoping: “Our approach to sports is fair and clean.”

Through sport associations’ sustainability work safe sport and preventing inappropriate behaviour is part of sports movements’ “everyday life”.

Document was created in 2019 and it is guiding all sport associations in their sustainability work. 15 % of the state fund for national sports associations is granted based on their sustainability work. The Ministry of Education and Culture is evaluating sustainability work during the state fund application process yearly.

## 12) “Responsible Coach online course”

The Responsible Coach online course introduces the principles of responsible and good coaching and promotes construction of a physically, mentally and socially safe environment. It is targeted to Coaches and instructors working and operating sports activities in all levels and all sports. By completing the Responsible Coach online course, the coach will show her/his commitment to responsible coaching. The duration is approximately 60–90 minutes. Its key initiative success is that it builds common understanding about good coaching and preventing inappropriate behaviour in sports in Finland. Nevertheless, even though the online course is free of charge (at least at the beginning) and it is produced very well, during the first couple of months coaches have not completed it as much as it was hoped. Needs to be promoted more.

## 13) “Responsibility work in Finnish Gymnastics Federation”

Finnish Gymnastics Federation has developed clear guidance on how to prevent inappropriate behaviour in all forms in gymnastics. The goal is to develop a culture where there is a zero-tolerance for inappropriate behaviour and all among the sport are intervening in inappropriate behaviour. Work started in 2018 after a survey about coaching culture in gymnastics. The Federation has systematically developed actions to help the progress of responsibility in gymnastics. Materials are developed for the use of all gymnastics clubs and people involved. Its target group is all people involved with gymnastics in Finland and their activities are:

- Survey about coaching culture
- New statutes
- New disciplinary rules
- Ethical Principles in Gymnastics
- Education about responsibility matters
- Material for guidance

Inappropriate behaviour is defined in following way:

- Acting against generally noted good behaviour
- Acting illegally
- Systematic, ongoing or once happening oppressive behaviour as act or neglecting other

Inappropriate behaviour can appear as:

- denigrating a person based on his/her abilities, personality trait or private life excluding person from training community/group
- yelling, slugging or using bad language, speaking ill of somebody or ridiculing somebody
- physical violence or threatened with physical violence
- misuse of power position
- sexual harassment
- gender-based harassment
- inappropriate behaviour connected with drugs

Target groups to influence making changes happening:

- gymnasts/participants of sport
- instructors/coaches
- club management and other officials of clubs
- judges
- parents of gymnasts
- audience
- members of the board and personnel of association

#### **14) “Fair Play - Ethical Principles for Finnish Sports and Physical Activities -booklet”**

There is a long tradition that Finnish sports movement has their own Fair Play - Ethical Principles for Finnish Sports and Physical Activities -booklet. It is sport organisations' common description of good sports and physical activities. All members of Finnish Olympic Committee are committed to principles presented in the Fair Play - Ethical Principles for Finnish Sports and Physical Activities -booklet. Its target group is the Sports community in Finland (sport federations etc.).

In a nutshell it contains general principles such as:

1. Respect for other people and life
2. Promotion of health and wellbeing
3. Responsibility for education

4. Openness, democracy, honesty and fairness
5. Everyone's right to sports and physical activities
6. Sustainable development and respect for nature
7. Multicultural sports and tolerance
9. Antidoping
10. Responsible use of drugs and medicine
11. Prevention of sexual harassment
12. Public Safety and comfort

However, there is the need to be updated, also specified, during years. Statements should be really clear that they can be used as a mirror to grievances.

### **15) "Coach Matter campaign"**

In 2016, the Finnish Coaches Association, along with Professional Coaches of Finland and the Finnish Olympic Committee, published the guideline titled "The Coach matters" (Valmentajalla on väliä) which acts as the ethical code of conduct for the Finnish coaching scene. Its target group is the Sports community in Finland (sport federations, sport clubs, coaches etc.). The content is not a list of restrictions, but more of a concise description of what is fair and good. The code of conduct brings forth the values that coaching should be based on, the role of the coach and what the relationship between the coach and the athlete should be like in different phases of their joined path. "The Coach matters" guidelines provide the coach with the possibility to mirror these guidelines in their actions and to display the ethicality of them.

The campaign is constantly producing different materials to support and develop communication and education on the principles of good coaching and ethical guidelines making it available to a wide audience.

It would be most welcome if "The Coach matters" guidelines sparked a discussion on coaching and accelerated the change in the coaching culture from sport-specific technical-tactical coaching to a coaching culture that places emphasis on human resource management - to coaching where the coach's role is to help the athlete.

# Mapping reporting tools

As part of Faircoaching a reporting toolkit for discrimination in coaching will be developed.

Below are some examples of existing reporting tools and reporting mechanisms. We see that there are quite some differences between the reporting mechanisms. The Fare network reporting tool collects incidents from football, but is focusing on all forms of discrimination and racism. The reporting tool from Women in Football specifically addresses reporting of sexism and of discrimination experienced in the workplace. In other cases we also see that there is not a specific reporting form, but basically information to contact, reach out to a respective organisation, in one case athletes can report abuse, share stories of abuse with athletes who have experienced abuse themselves.

## **The Fare network online reporting tool**

The Fare network developed an online reporting tool specifically focusing on reporting discriminatory incidents in football.

The Fare network is collecting and reporting on incidents of discrimination and all forms of racism that occur around and during football matches. The online reporting form collects data on the type of incident and details on where the incident took place, at which match, by whom and when.

### **1) “Fare network anti-discrimination reporting form”**

This anti-discrimination monitoring program originated around 2012. The online reporting form is still active. Fare believes in an inclusive sport free of discrimination, however not everybody shares its vision. Reporting abuse and discrimination is one means through which we can highlight issues and challenge denial. The collected data were were discriminatory incidents in football.

### **2) “Discrimination reporting” (Examples of other reporting tools and mechanisms. Women in Football – United Kingdom)**

Online reporting form which receives, records and reports incidents of discrimination in the workplace is a service provided by Women in Football. Incidents are recorded and can be taken forward for investigation to the relevant bodies with the permission of the person reporting

the incident. The collected data were incidents of sexism/discrimination at matchday, workplace or social media.

### **3) “Discriminatiemelder” (Example of The Netherlands – KNVB online app)**

The app was launched in 2020 by the KNVB (Dutch FA) to make it easier and more accessible to report discriminatory incidents in grassroots and professional football. The collected data were about discriminatory incidents in football.

### **4) “Sporters helpen Sporters”**

Athletes help Athletes is a platform to support athletes who are willing to share their story of abuse, intimidation, and bullying. It is not an online reporting tool, but contact to talk and share stories. It is currently active.

### **5) “You are not alone”**

You are not alone is a joint project between the Family Federation of Finland and Finnish sport organisations. Project offers low threshold services to report for individuals who have experienced harassment, violence or abuse in sports.

All the calls and chats in the helpline are answered by trained professionals at Family Federation. The Family Federation of Finland has a long history of offering support services to young people and adults and a strong expertise in sexual violence work. The service is neutral, low barrier and confidential, but because of the close collaboration with the sports community has good connections to sports organisations and good understanding of the topics specific to sports.

Each case is treated individually, sometimes listening and offering emotional support is enough. The service is not a whistle blowing tool. If needed, the right sport federation or another sport organisation is contacted to find out who the right person to manage the case is. This organisation is offered support and guidance in how to deal with the case. The contact information of the right person is forwarded to the caller. The caller is offered support throughout the whole process. Some cases are reported to the police or to child protection services.

This tool is still active and it gathers data about Harassment, violence and abuse in sport.

### **6) “ILMO-service”**

Suspected sports violations can be reported in the ILMO service of the Finnish Center for Integrity in Sports FINCIS. It is an online reporting tool focussing on sport violations, which is quite a broad term.

Everyone is obligated to report if they suspect doping, manipulation of sports competitions

or spectator safety violations. Interfering with violations helps protect athletes and sports in general and ensure that all athletes' starting points are equal and safe. You can report the suspicious activities of an athlete or another actor in the ILMO service.

Through the website, you can provide information on sports violations anonymously or with your own name. The content of the report is processed confidentially. You can also attach files or photographs to your report. All information received is analysed for the need for possible further actions.

If you decide to provide the information anonymously, you can register with the secured messaging service through which we can get back to you for further information, if necessary. In this case, you will receive a personal secure code with which we can contact you for more information on investigating the case. Please save the address and code for further actions.

## **Aims**

The main aim of this report was to provide us with adequate knowledge of existing ethics codes that might have been produced by federations and associations in order

- a) to support grassroots and professional sport clubs, federations, leagues and organizations in developing policy, and,
- b) to provide a plan of action so as to prevent and tackle these behaviours. The existing ethics codes gave us useful indications while designing the training strategy and also contributed to giving an European oversight of what we have and what is really missing and useful to be produced. In addition, they have led to the adoption of binding European codes of conduct and ethical guidelines for guidance and training through active and mutual learning between coaches and stakeholders.

# Mapped ethic codes introduced by a brief presentation of each country's situation

A Code of Sports Ethics for Coaches intends to provide standards of professional conduct. This type of Code also intends to provide general principles to cover most situations encountered by coaches. Its primary goal is the welfare and protection of individuals and groups with whom coaches work. Moreover, it provides a common set of values upon which coaches will build their professional work. Undoubtedly, it is the individual responsibility of each coach, to aspire to the highest possible standards of conduct. Coaches should respect and protect human and civil rights, and do not knowingly participate in or condone unfair discriminatory practices. A mapping of what is happening in Europe was deemed necessary so that we can see what is missing.

As regards the situation of codes of ethics in Italy, the Federations almost all refer to the CONI (Italian National Olympic Committee) Code of Ethics.

To be precise, most of the sports federations refer to the 2012 version, which states that 'In compliance with the regulatory framework and guidelines aimed at making the work environment healthy and safe, alcohol abuse, drug use, sexual harassment and discriminatory actions of any kind will not be tolerated'. This is the only reference to harassment in most of the Sports Federations' Codes of Ethics. Some more up-to-date federations, such as FIPAV (Italian Volleyball Federation) refer to the latest version of CONI and state that "It is not permitted in any way to create an intimidating, hostile and discriminatory working environment towards workers or particular categories or groups of workers.

By way of example, but not limited to, the following are forbidden:

- behaviour of psychological or physical offence and violence.
- sexual harassment, meaning the subordination of opportunities for professional growth, or other advantages, to the sexual harassment, understood as subordinating the possibility of professional growth or other advantages to the provision of sexual favours or proposals for private sexual harassment, understood as subordinating the possibility of professional growth, or other advantages, to the provision of sexual favours or proposals of private relationships undesirable for the addressee and as such likely to create disturbance
- harassment which, including through the abuse of a hierarchical position, tends to create a hostile working environment for individual workers or groups of workers".

No Code of Ethics mentions sexual abuse or sexual violence and no Federation provides for expulsion for those who commit abuse and harassment, there is no specific wording for this. Moreover, in Italy, despite the fact that in 2014 it was made compulsory to ask anyone working or volunteering in contact with minors for their criminal record, to make sure that people do not have a criminal record concerning abuse and harassment, this does not apply to the sporting world, as CONI specifies in a circular on its institutional website.

There are no specific institutional interventions by CONI on the prevention of abuse and harassment, only a few associations that are interested in the subject and try to open this Pandora's box. The hope is that, also through this project, we will really start to talk about harassment, abuse and discrimination in the sporting world, and that the National Olympic Committee will revise its decisions and create a Code of Ethics with specific points and mandatory expulsion for anyone who commits abuse and harassment.

In 2016, the Finnish Coaches Association (Suomen Valmentajat ry), along with Professional Coaches of Finland (Suomen Ammattivalmentajat SAVAL) and the Finnish Olympic Committee, published the guideline titled "The Coach matters" (Valmentajalla on väliä) which acts as the ethical code of conduct for the Finnish coaching scene. The content is not a list of restrictions, but more of a concise description of what is fair and good. The code of conduct brings forth the values that coaching should be based on, the role of the coach and what the relationship between the coach and the athlete should be like in different phases of their joined path. "The Coach matters" guidelines provide the coach with the possibility to mirror these guidelines in their actions and to display the ethicality of them.

"The Coach matters" guidelines hopes to spark a discussion on coaching and accelerate the change in the coaching culture from sport-specific technical-tactical coaching to a coaching culture that places emphasis on human resource management - to coaching where the coach's role is to help the athlete.

To be more specific, according to "The Coach matters", good coaching means coaching of a person in both individual and team sports. In order to succeed in helping the athlete, the coach has to know both his/herself, as well as their athlete. Coaching is a long-term development process, in which both counterparts learn. The learning is based on the athlete's inner motivations. In coaching, this means that the coach helps the athlete find their inner motivations and their personal sources of strength.

As far as the values of sport is concerned, the idea of sports is also self-development, as well as finding and using one's full potential. Sports may offer a journey to knowing and developing the self in many ways. At its best, sport provides the possibility for learning, progress and acquiring various experiences. For "the Coach matters", sport is about emotion. Sport offers the chance to feel and experience various feelings in a supervised environment. It offers the chance to learn to identify and regulate one's feelings.

Below is a list of values that are an integral part of good sports.

1. Joy, excitement and passion
2. Strive for excellence and to continuous self-development
3. Trying and perseverance

4. Respect and fair play
5. Acting together

According to the above, good coaching is founded on the values of sports and is described in the three following sections.

- The coach's duty is to help the athlete holistically
- The coach wants to know him/herself and identify own motives for coaching
- Coaching has effects

In order for the fundamental ideas of good sport to take effect, every individual has the right to:

- experience joy from doing sports
- be treated equally
- act in a safe environment and atmosphere
- take part in a fair game in which one competes and acts according to the rules and does one's best so that the outcome will be fair
- take part in healthy and clean sports
- act in accordance with one's own goals and starting points and become valued
- bring forth any grievances

Finally, the relationship between a coach and an athlete is often a very meaningful relationship, a power relationship and a contractual relationship. Both counterparts have rights and obligations to each other. Rights and responsibilities vary at different stages of an athlete's path. The coach must recognize the importance of the power relationship and the limits in their exercise of power. The coach and the athlete must be able to trust that both will stick to mutually agreed matters. The agreed matters must be in accordance with the athlete's level of development. A prerequisite for a coaching relationship is to understand and consider the whole of an athlete's life. The dignity of the coach or the athlete never depends on the amount of success in sport.

The law n° 2017-261 of March 2017 has been established in order to "preserve ethics in sport" in France. This law, called "Loi Brailard", imposes all the official sports federations to have an ethic and integrity charter and a special committee related to the charter. Therefore, in accordance with the Code of Sport (Article L.131-15-1) and Article 1.1.5 of the mandatory provisions of the statutes of approved sports federations listed in Appendix I-5 of the Sport Code "The delegated federations shall establish a charter of ethics and deontology in accordance with the principles defined by the charter provided for in Article L.141-3 of the same code. The Code of Sport shares also the legal consequences that can be found in the Criminal Code when it comes to discrimination and violence in the context of sport.

The Charter of Ethics and Deontology of French Sport adopted by the CNOSF on May 10, 2012 crystallizes the existing links between the values of sport and democratic rules and reminds us in its Preamble that "The morality of sport lies in the respect of the rule, of others and of oneself". This Charter is articulated around: the spirit of sport and the values of sport (definition of the main ethical principles that should guide the way to practice and invest in sport); the ethical rules applicable to sports actors.

This Charter is the main document from which the other French sport federations adapted theirs. However, an evaluation of the law n° 2017-261 was realized in 2020 based on a survey from the Sports Ministry and the results of the report showed some serious issues: three years after the implementation of the law, out of the 75 delegated federations, 13 still had not put in place an ethics and integrity charter. If we look at the results all in all 79,49% of the federations who have put in place a charter and a committee as requested by the law. But for the non-olympic federations, only 66,67% have implemented such a charter and committee.

In terms of content, the Charter of the National Olympic Committee defines the core values and principles of sports and details the different acts, behaviors and attitudes that can affect these values and principles and are therefore harmful to all the actors involved in sport. The first principle shared are:

“Sportsmanship, in sport and in life, is :

- Being respectful of the game, the rules, oneself, others and institutions, sport and public institutions
- Being honest, honest and loyal
- Being supportive, altruistic and fraternal
- To be tolerant

The fundamental values of sport are :

- To be open and accessible to all, whatever the form of practice or the discipline
- To promote equal opportunities
- To promote cohesion and the link between all the actors of the sport
- To refuse all forms of discrimination”

In the section dedicated to the principle: “Prohibit all forms of violence and cheating” physical and psychological violence is mentioned but sexual abuse, sexual harassment, sexual assaults or sexual violence does not appear in the wording of this Charter. While the Charter does insist on the importance of respect and condemns violent acts and verbal violence it therefore does not address these problematics specifically. Several sports federations mention specifically these issues in the adapted version of the Charter. For example, the Ethics and Deontology Charter of the French Federation of Athletics has a specific part dedicated to sexual harassment and sexual assaults, the ice sports federation also uses wording to include sexual violence as being prohibited by the federation. On the other hand, several federations have started to implement actions to prevent and address sexual violence and harassment in the wake of the plan of the Ministry of Sport and the important number of denunciations. For example, these federations have signed with the specialized association called “Colosse aux pieds d’argile” in order to support their fight against sexual violence: Equestrian federation, judo federation, karate federation, ice sport federation... or with the association “Ethics and Sport Committee”: hockey federation, cycling federation, football federation...

It must also be noted that in 2007, the International Olympic Committee (IOC) Executive Board adopted a consensus statement on sexual harassment and abuse in sport. In response to this call and at the initiative of the Ministry of Health and Sports, the CNOSF and the federations became involved in a prevention approach by signing the Charter on the prevention of sexual violence in sport in 2008. It was signed by most of the federations and by the Sport Ministry

and the President of CNOSF at the time however it was not mandatory for the federations to sign it.

The Ministry of Youth and Sports of the Republic of Serbia, within the action “Character against violence” adopted the “CODE OF ETHICS FOR PARTICIPANTS IN SPORT” which signed more than 50 sport’s National Governing

The document should strategically help the recovery of Serbian sports and, at all levels, restore morale and good attitude in Serbian sport. Sports fields should be a place for joy and satisfaction, not for expression aggression. The results achieved in sports should come from effort, hard work and positive energy. All those engaged in and around sport must commit to fair play, dignity in victory and defeat, a fair trial and decent support of clubs and athletes. This code of ethics was published and signed 13 years ago in 2008 (on 1st Feb 2008) and is still in force. Unfortunately, there was no update since then. This is a major document that most of all Serbian National Governing Bodies in sport use and also sport clubs. The code is addressed to athletes, coaches, parents, sports officials, referees and spectators.

### **CODE OF CONDUCT OF ATHLETES**

- I will treat all athletes, coaches, referees, parents and spectators with dignity and respect. I will communicate with them politely and respectfully, using appropriate vocabulary and tone. I won't make fun of either other gesture to humiliate other athletes in celebrating their victories.
- I will not provoke opponents, referees, fans. I will behave at every training and competition sporting, respecting fair play and thus encouraging the same with my teammates, coaches, referees, parents.
- I will treat all people fairly, regardless of their gender, race, origin, religion.
- I will not use, procure, or allow the use of tobacco or alcoholic beverages, recreational drugs, or doping agents to achieve better results.
- I will work with the medical staff who take care of my health.
- I will arrive on time for every training, competition or meeting, and my delay or absence will be justified only in case of illness, injury, school or work obligations.
- I will try to be the best possible athlete, by actively training, eating properly, listening your coaches and learn from them

### **COACH CODE OF CONDUCT**

- I will always be aware that I have the possibility of a great influence on the education of young athletes.
- I will never forget that young people play sports for pleasure, love and learning.
- I will try to give an example of the highest ethical and moral behavior.
- I will actively participate in the prevention of drug, alcohol and tobacco abuse.
- I will study well and master the rules of the competition and convey the same to the athletes I train.
- With my example and influence, I will encourage the sports behavior of the present spectators.
- I will not support the insult of the opponents by the spectators nor will I com-

ment on their behavior.

- I will respect and support a fair trial, and I will not encourage players and spectators against the referees.
- Before and after each game, I will say goodbye to the coach of the opposing team.
- I will respect the dignity of my athletes and I will not abuse them in any way (verbally, physically) or to disturb.
- I will not ask for special privileges in the Club or school for students - athletes that I train.
- I will try to make every contact with young athletes focused on proper learning and development of their sports skills, and to make the time they spend with me a positive experience for them. I will avoid favouring certain athletes.

### **CODE OF PARENTAL CONDUCT**

- I will always keep in mind that children play sports for their own, and not their parents' pleasure.
- I will encourage my child, not force him to do sports.
- I will provide support and encouragement to the child, regardless of whether he wins or loses, and emotional and physical. I will always put the well-being of my child ahead of my personal desire to win.
- I will support the child to respect fair play, sports rules, decisions of officials and others participants in the sport without violating the rules, intentionally injuring another athlete or behaving violent and unsportsmanlike.
- During the competition, I will be in the audience, and I will not advise the coach on how to lead the training or the game.
- I will not comment insultingly on the work of the coach.
- I will not try to "train" - I advise my child during the competition.
- I will not come to training and matches in an alcoholic state.
- I will encourage my child and the team he plays for, but I will also welcome the successful moves of the opponent.
- I will not punish and humiliate a child if he does not have top results, and I will show enthusiasm and give him support for sports to be fun, a place to learn and gain a positive experience.
- I will control my emotions, bearing in mind that it is a sport and competition for young people, and not adults.
- I will always support the coaches, volunteers and other officials of the Club who lead the training, organize competitions and take care of our children.
- I will insist that the child plays sports in a healthy environment, an environment without drugs, alcohol and tobacco. I will refrain from using them at all sporting events in which young people participate athletes.
- I will demand that the coach of my child be professionally educated and responsible for working with young athletes and to support the adopted "Codes of Ethics in Sport".
- I will respect the rights, dignity and personality of all young athletes, regardless of their gender, training, national, religious and racial affiliation.

## **CODE OF CONDUCT OF SPORTS OFFICIALS**

- I will give all young people equal chances to play sports.
- I will involve young people in the process of planning, managing and deciding on their sports activities.
- I will work on creating opportunities for young people to participate in sports, not only as competitors, but also as coaches, sports workers, referees, etc.
- I will work to ensure that the equipment, training dates, rules and the competitions themselves are age-appropriate, abilities and degree of maturity of young athletes.
- I will try to provide quality supervision and instructions for young athletes.
- I will ask that all participants in sports emphasize the importance of fair play and sports behaviour, and not ask for victory at all costs.
- I will not allow them to appreciate only victory, placement or awards, well In that sense, I will insist to all coaches that youths are primary, and victories are secondary in working with young athletes.
- I will help coaches and referees to emphasize the importance of appropriate behaviour of athletes and yes, in that sense, they raise their training and trial to a higher level.

## **CODE OF CONDUCT OF SPORTS REFEREES**

- As a referee at sports competitions, I will not have any other obligations or interests except an impartial and fair trial. Everything else is unfair and unacceptable.
- I will avoid everything that can lead to a conflict of interest (gifts, services, privileges, personal interests ...), which can compromise impartiality.
- I will treat other referees with dignity and courtesy without public criticism and condemnation.
- I am obliged to continuously improve, to master the new rules and regulations as well equipment essential for game management.
- As a sports referee, I will protect players, coaches, officials, fans and others from inappropriate behaviour and I will try to eliminate from my trial anything that may discredit me.
- When I make decisions, I will be consistent, objective and fair.
- I will condemn any unsportsmanlike conduct with the respect of all opponents.
- I will treat all athletes equally, regardless of their gender, ability, culture, religion, race and nationality.

## **CODE OF BEHAVIOUR OF SPECTATORS**

- I will always keep in mind that young people play sports for their own entertainment, enjoyment and well-being, and not for my pleasure.
- I will congratulate all participants on their performance, regardless of the achieved result.
- I will respect the judges' decisions and appeal to young athletes to do the same.
- I will not react insultingly and with ridicule when a young athlete makes a mistake, but I will react positively, motivate and encourage them with a comment.
- I will condemn any violent behaviour of the audience, players, coaches, referees.

- I will be a positive and motivating fan. I will not swear, throw, shout and insult players, coaches and referees.
- I will respect the rights, dignity and personality of every young athlete, regardless of his gender, abilities, religious, national and cultural affiliation.

In the Greek sports reality, the need for good practices mentioned in Fair Coaching is greater than ever, especially for those who wish to participate in these efforts. Unfortunately, to date, no Greek sports executive body has publicly published such implemented and evaluated good practices or ethics codes about Fair Coaching. The publication and application of ethical rules regarding fair coaching, will not only give prestige with multiplied positive results, but also, the possibility to improve them for the better.

Our research showed that as far as Basketball is concerned, there is a code of conduct issued by a sports basketball club for 2021-22 and a regulation of basketball coaches drafted in 2005. The Hellenic Volleyball Federation created the Program, "Guidance to new coaches with coaching applications at the levels of the National teams" in order, the experienced coaches of the sport to share their knowledge and experience with younger coaches. The program only ran in 2015 and then stopped.

The Hellenic Scientific Society for Sports and Recreation Management has issued a code of conduct for its members. It is essentially a code that adopts: a) the Olympic Charter (Annex 1), b) the UNESCO International Charter for Sport (1978) (Annex c), the Council of Europe European Sport Charter (1992) (Annex 3).

Hellenic Football Federation (HFF), issued the Code of Ethics (2019). The code applies when behaviours damage the integrity and reputation of football and applies to all members of the HFF, footballers and mediators and third parties. The same federation also issued the Code of Ethics (2020). This Code describes the violations of the Regulations of the HFF, the penalties imposed and the disciplinary responsibilities of the HFF, its Associations - Members and their Bodies. Finally, the Board of Directors of the Hellenic Football Coaches Federation issued the Code of Ethics (1991) regarding the profession of Greek football coach.

# Conclusion

To summarize, our research shows that while there are codes which the most of them have a list of restrictions related to harassment, discrimination and fair play, there is nothing to report and act proactively on sexual abuse, sexual harassment, sexual assaults or sexual violence. The difference may be made by Finland, which has a code of ethics that works more as a description of what is fair and good in coaching. This means that a coach acts as a mentor and helps the athletes find their inner motivations and their personal sources of strength.

Our aim and hope, through the Fair Coaching project, is to have a common European strategy that will lead to the adoption of binding European codes of conduct and ethical guidelines for guidance and training through active and mutual learning between coaches and stakeholders. The application of ethical rules regarding fair coaching, will not only give prestige with multiplied positive results, but also, the possibility to improve all those involved for the better.

# Issues and considerations

At International level, Global and European sport NGOs while sports orgs ethics emerged as a field in late Olympiads and international FIFA or FIBA championships , international universal sport ethics did not emerge until the late 2000s, looking back on the international developments of that decade at WADA IOC UEFA and FIFA scandals. Latest developments in world and European Gymnastics sexual harassment involving apex coaches, proves the argument. Many new practical issues arose out of the international context of sport operations and activities. Theoretical issues such as European, Mediterranean, Nordic, Balkan, Post-soviet EU member states, cultural relativity of ethical values receive more emphasis in this field. Other, issues can be grouped here as well, and issues considerations and subfields include:

- The search of European, as universal, global sport codes as a basis for international fair sport coaching behaviour in practice
- Comparison of sport ethical coaching traditions in all European different countries and based on their respective economical level and TRANSPARENCY INTERNATIONAL corruption rankings
- Comparison of sport ethical coaching traditions from various religious perspectives in Europe taking into consideration of massive moves of immigrants and refugees in Europe

Issues such as the Olympic movement's globalization and European sport cultural imperialism and the way in which sport multinationals such as FIFA UEFA FIBA FIVB take advantage of international differences in Anatolian or Asian or African sport contexts. Dumping is often seen as an ethical issue, as larger NGOs such as the IOC IPC FIFA UEFA FIBA FIVB are taking advantage of other less economically advanced national NOC or sport federations members

Sport ethical issues often arise in sport operations business settings, whether through sport communications transactions or forming new sport organizations new relationships. An ethical issue in a sport operations and business atmosphere may refer to any situation that requires sport associates as individuals, to evaluate the morality of specific actions, and subsequently, decide amongst the choices. Some ethical issues of particular concern in today's evolving sport coaching as a profession include such topics as: honesty, integrity, professional coaching behaviours, sport environment issues, harassment, ethical misconduct included abusive behaviour, discrimination, improper hiring practices and sport clubs resource abuse leaving the coach unpaid

The ethical issues associated with honesty are widespread and vary greatly in the sport business operations of a sport club, sport union or association, from the misuse of club time or resources to lying with malicious intent, engaging in bribery, match fixing, manipulation of competitions, doping, or creating conflicts of interest within any kind of sport organization.

Honesty encompasses wholly the truthful speech and actions of a coach as an individual. Many sport coaches as employees of any kind of sport organizations starting from the basic sport club, may lie in order to reach sport performance goals, avoid transparency and integrity or negative issues of harassment and abuse; however, sacrificing honesty in order to gain status or reap rewards poses potential problems for the overall ethical culture of a sport organization, and jeopardizes local or national ethical and transparent organizational goals in the long run. Sport Bribery, in the forms of match fixing and manipulation of sport events and competitions, is not only considered unethical as business practices, but it is also illegal.

Increasing influential factors on coaching ethics. Many aspects of the training work environment influence an individual's decision-making regarding ethics in the sport field. When an individual is on the path of growing a sports club, many outside influences can pressure them to perform a certain way. The core of the person's coaching performance in the sport workplace is rooted by their personal code of behaviour. A coach's personal code of ethics encompasses many different qualities such as transparency integrity, honesty, communication, respect, compassion, and common goals. In addition, the ethical standards set forth by a coaches' superiors, presidents or club owners, often translate into their own code of ethics. The sport club's policy is the 'umbrella' of sport ethics that play a major role in the personal coaching development and decision-making processes that trainers instructors and coaches make in respects to ethical and fair coaching behaviour.

The ethics and fair play of a sport club and its individuals are heavily influenced by the state of their country and even by the EU constitutions. If a country is heavily plagued with poverty, large sport corporations such IOC or UEFA continuously grow, but smaller sport clubs and sport unions begin to wither and are then forced to adapt and scavenge for any method of survival. As a result, the leadership of the local national sport organizations is often tempted to participate in unethical sport coaching methods to obtain new Olympic or football championships opportunities.

Additionally, classic sport media and digital sport Social Media is arguably the most influential factor in sport ethics. The immediate access to so much information and the opinions of millions highly influence sportsmen and sport women people's behaviours. The desire to conform with what is portrayed as the norm often manipulates our idea of what is morally and ethically sound in sports and in fair play sport coaching. Popular trends on social media and the instant gratification that is received from participating in such quickly distort fans supports parents' ideas and sport coaches' decisions.

# References and Resources

Amar, A.D., Hentrich, C. and Hlupic, V. (2009). To be a better leader, give up authority. Harvard Business Review, 87(12): 22–24.

Coakley, J., Hallinan, C. and McDonald, B. (2011). Sports in Society: Sociological Issues and Controversies. 2nd edn. North Ryde: McGraw Hill.

Gilman, S.C. (2005), Ethics Codes and Codes of Conduct as Tools for Promoting an Ethical and Professional Public Service: Comparative Successes and Lessons. The PREM, the World Bank, Washington DC.

Lawal Yazid Ibrahim. (2016), Ethical issues and professional code of practice in school sports. European Journal of Physical Education and sport science. Volume 2, Issue 3. Available on-line at: [www.oapub.org/edu](http://www.oapub.org/edu)



# FAIR COACHING

BE RESPECTFUL



Co-funded by the  
Erasmus+ Programme  
of the European Union



[www.faircoaching.eu](http://www.faircoaching.eu)

The European Commission's support for the production of this publication does not constitute an endorsement of the contents, which reflect the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.