

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



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

# FINAL REPORT

2022



# Fair Coaching evaluation report with recommendations to sport institutions

## 1. Main results from the tools and experiences developed through the project

### 1.1. Evaluation of training based on follow-up surveys

## FRANCE

The training, unprecedented in France, has aroused great interest, both in sports training centers and in the schools that train coaches, but also with sports federations, associations and institutions. The panel of respondents is not really heterogeneous as it is composed of 73.5 % men. 85% of the respondents are sports supervisors. All of them practice a sport. In terms of age, we have profiles between 19 and 63 years old.

In terms of professions, the different panels were diverse. We have trained:

- 12 DEJEPS students from the CREPS of Burgundy Franche-Comté. This diploma prepares students to become sports educators, coordinators and managers of sports instructors
- 5 coaches preparing competitive examination for sports teachers
- Employees of the Lieusaint City Hall with the following profiles: sport educators, youth activities coordinator, health and sport director, gender equality referent, administrative assistant of sport life
- 2 online and public training courses that brought together equally diverse profiles from the sport and education sector but also from professions outside sport

The need for this type of training is undeniable since, in the questionnaire that precedes the training, in the context of sports practice or a sports event :

- 50% of respondents say they have witnessed or been a victim of discrimination (sexism/racism/LGBTQIA+phobia)
- 35% of respondents say they have witnessed or been a victim of hazing
- 71% of respondents said they had witnessed or been a victim of insults
- 44% had witnessed or been the victim of threats and physical aggression
- 38% had witnessed or been a victim of psychological/moral harassment
- 12% had witnessed or been a victim of sexual violence (assault, abuse, molestation, rape)

This type of training is still rare in France and has been very successful and proved to be more than useful :

- 74% of respondents said they felt more informed about discrimination in sport
- 78% of respondents say they feel more informed about discrimination in sport
- 83% of respondents said they felt more informed about existing tools to prevent discriminatory and violent acts in sport
- 83% feel more able to act against discrimination and violence in sport.

They all expressed the need to disseminate this training more widely. We are currently in contact with 2 CREPS, 1 department and 1 federation to organize a training session. We are therefore convinced that this tool will last beyond the EU project's duration.

## ITALY

In Italy we felt that training such as Fair Coaching was really needed. The people who participated in the training, though not many, reported that they had not previously dealt with these topics, either as coaches or as athletes or managers. Twenty-seven women and twenty-one men participated in online mode through the zoom platform.

Participants included basketball, volleyball and roller derby athletes, fencing, volleyball and basketball coaches, and university students. We had difficulties in co-operating in filling out the surveys, but an important presence at the two-day training event. All participants knew the meaning of the word 'racism', 70% of the word 'sexual harassment', 36% of the word 'non-sexual harassment', 91% of the word 'bullying', 91% of the word 'discrimination'.

Concerning their personal experience in sport, at grassroots, middle and top level, 14% of the participants stated that they had experienced sexual harassment in sport, while 5% answered that they had been sexually harassed in sport.

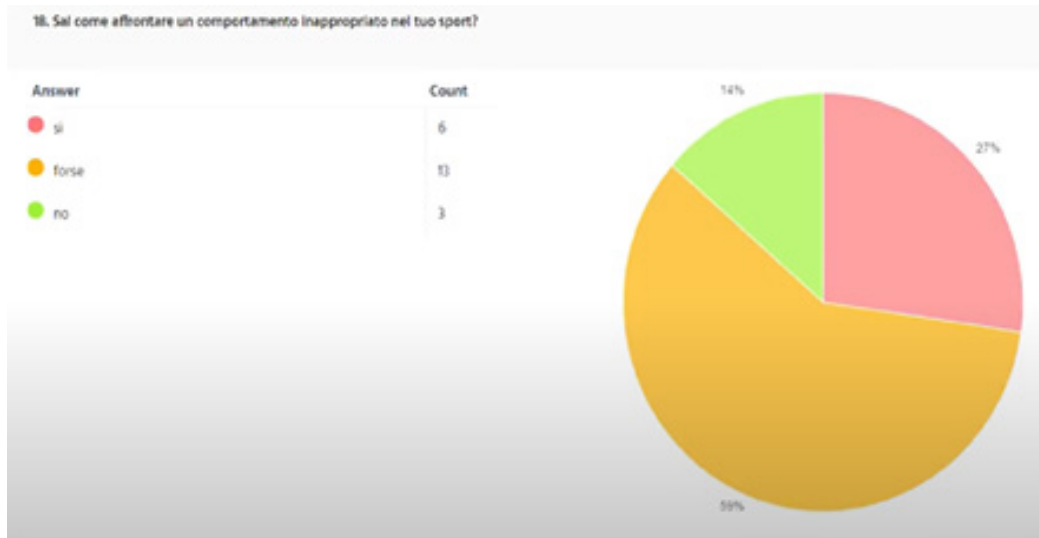
23% of participants say they have experienced racism first-hand in sport, 23% say they have experienced other forms of violence in sport.

Only two people report having experienced bullying, with 29% answering "true" and 14% answering "maybe" when asked "Have you ever experienced discrimination in sport first-hand?"

91% of participants have seen or heard of sexual harassment in sport and 77% have seen or heard of racist incidents.

86% of participants have seen or heard of discrimination in sport.

When it comes to intervening personally in the event of unpleasant incidents in the world of sport, we realise that few of the participants know what to do. When asked 'do you know what to do in the event of abuse or inappropriate behaviour' only 18% answered yes, although 77% said they would have the courage to intervene. This probably stems from the fact that only 27% of the participants would know how to deal with inappropriate behaviour in their sport.



These data bring us back to the importance of providing adequate training and tools so that athletes, coaches and parents know how to recognise and how to intervene in cases of inappropriate behavior in sport.

## FINLAND

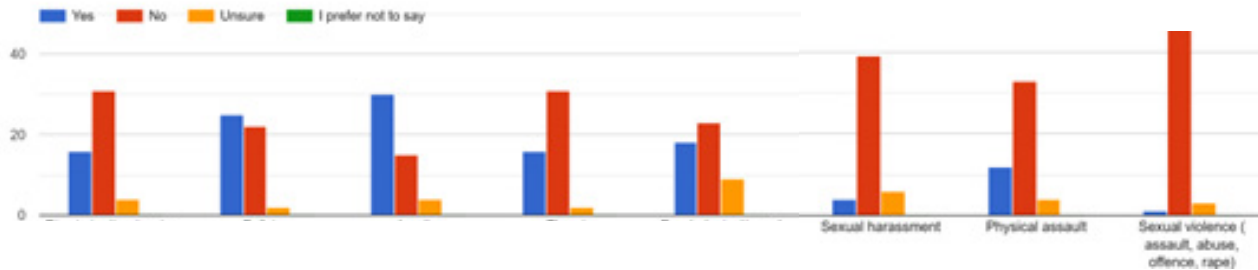
In Finland the topic of Fair Coaching has been on the top of the agenda within the sport environment for many years. Different sport institutions as well as non-sport organizations have emphasized fair play, appropriate behaviour and fairness within their work and have developed tools for reporting unsportpersonlike behaviour, assault, discrimination and inappropriate behaviour.

Fair Coaching workshops and education sessions were conducted in Finland in live face-2-face events as well as online. Participants came from a diverse sporting background including martial arts, racket sports, ball sports, triathlon and crossfit, representing beginner coaches, established coaches, coach developers, mentors and sport association staff. Age of the participants ranged from early 20s to late 60s, from a wide range of genders. The attending participants, when coaching, were involved in coaching children to high-performance athletes.

- 23 coaches participating in the from Athlete to Coach education (English and Finnish speaking groups; 11 different nationalities)
- 9 foreign coaches attending the Mentor Education organized by the Finnish Coaches Association
- 50 coaches attending the Young Coaches event in Vuokatti
- 120 ice hockey coaches from Finland and abroad attending the IIHF WC Coaching Symposium
- 15 Coaches from the Athlete to Coach Education course

Below are the results for a pre-workshop survey from 49 respondents.

During sport practices, sport training or sport events, have you ever witnessed or been the victim of: 



At the young coaches' seminar in March 2022, the participants gave feedback after the training. To the question "What type of information has struck/impacted you the most" they answered as follows: "The lack of awareness and knowledge amongst young coaches", "How hard it is to define these terms.", "Inappropriate behavior, where it starts and where it ends.", "The amount of abuse happening in sports, i knew it was happening a lot but not this much and is a topic that does not get discussed enough", "Thinking and empower me to act as a good and fair coach". Of course, it is not possible to evaluate the effectiveness of the trainings with this schedule, but in all the trainings we held, the participants shared the opinion that there should be more discussion about these issues. Almost all participants had observed some form of inappropriate behavior in sports.

Considering the results shown in the above table and text, it is clear that a project such as Fair Coaching is very important to raise awareness on the topic to create a sporting environment where bullying, insults and inappropriate behavior have no place.

Work in Finland continues around this project with different sport organizations taking up the topic as part of their coach education, club staff education and other institutions promoting intervention and reporting tools.

## GREECE

In Greece Fair Coaching was -as the participants-said- more than useful initiative. Our participants were coming from different sports backgrounds (volleyball, handball, basketball, boxing, tennis, table tennis, swimming). They were athletes, coaches and sport supervisors. Most of them were women (91,7%).

We organize online events (via zoom platform) and also face to face meetings. Both styles of education were successful. Besides our training we spent much time speaking with the participants and exchanging ideas on how to share this knowledge to everybody in Greece.

The questionnaire that precedes the training, in the context of sports practice or a sports event:

8,3% of respondents say they have witnessed or been a victim of hazing  
30.6 % of respondents said they had witnessed or been a victim of insults  
8,3% had witnessed or been a victim of psychological/moral harassment

Below are the results referred to in the relevant question.

### Εάν ναι, τι είδους άδικης μεταχείρισης;

36 responses



Participants expressed the need to continue the trainings more widely. Perhaps, after presenting all the training, for greater interaction between the trainees with each other, we could work in two groups for 45 minutes, with facilitated by the trainers, (one in each group) and after creating their own cloud of the coach's oath, they could also create the our own fair coaching behavior guide based on what they have already heard from us using questions such as:

**What is fair for us and what is fair treatment of our athletes?**

**What are my physical - physical limits in relation to my athletes?**

**How do I develop the emotional skills of my athletes? (e.g. positive feedback, enhancing my athletes' internal motivation). How else?**

**How do I develop social skills - team bonding? (events, tournaments).**

**There are others ways?**

At the end, the two teams could present for five minutes their own oath coach's oath (cloud) and their own approach to the behavioral guide for fair coaching.

Kea as a sports organization is under discussions with one Olympic and one Paralympic federation to organize new training sessions.

## SERBIA

In Serbia, the implementation of the Fair Coaching program was more than welcome, given that Serbia is on the way to joining the European Union, and has a very difficult legacy of wars, a conservative society, the conservative influence of the Serbian Orthodox Church, as well as very negative influence of the Russian Federation, especially strong after Russian aggression on Ukraine, which also permeate the field of sports, as one of the very important factors of

Serbian society, because sport is one of the biggest brands of the Republic of Serbia. These influences are reflected in the tremendous homophobia, the weaker position of women compared to men in all spheres of society including sport. We notice that there exists one type of omerta about reporting negative phenomena and violence in sports in all forms. During the implementation of the program, we noticed that Serbian society in the area of sports is opening up, there is progress, but it is slow and we believe that the Serbian sports community, which has a great influence in Serbian society, must become more involved in the implementation of similar or the same projects as Fair Coaching.

It is noticeable that the big sports federations and the biggest sports in Serbia (such as football, basketball, volleyball,...) avoided our invitations to participate in the realization of the program and to send coaches to our education training. In many cases, their view and philosophy is that sport is only there for the sake of sport, that there are no other segments of work and behavior in sport that should be included in the education of both coaches and athletes. In their philosophy, which is outmoded, old-fashioned, conservative, it is considered that the only aspect of education that is important for coaches is the education that concerns their technical and tactical training for the branch of sport they belong to, and they consider the same for athletes.

The Serbian Rugby League Federation, as an organization that follows modern European trends, the guidelines of the European Union, the European Commission for Sports, was pleased to realize the education and the project itself. The following participated in the training were 15 coaches and 49 athletes. We need to stress that some parts could not be realized face to face, because of the Covid-19 pandemic and that out of 4 realized training sessions, 2 were online due to the pandemic and 2 were face to face. The structure of participants according to gender among coaches was 13,33% were women and 86,67 men, regarding athletes 34,59% were women and 65,31% were men. The age group of athletes was between 17 and 35 and coaches between 21 to 45. Most of the athletes and coaches came from the grassroots sport.

The questionnaire that precedes the training, in the context of sports practice or a sports event:

As far as unfair treatment is concerned, the 57,1% of the sample experienced unfair treatment mostly (100%) verbal - name calling,



banter, threatening, teasing, intimidating, yelling abuse, using put-downs. 71,4% noticed an unfair treatment on other athletes mostly (100%) verbal - name calling, banter, threatening, teasing, intimidating, yelling abuse, using put-downs. They also noticed (57,1%) that their coach behaved similarly with other members of the staff.

On the question have they experienced any misconduct or inappropriate behavior 57.1% answered positively, while 42.9% answered negatively.

85.7% of the sample declared that they would be interested in attending training initiatives on the topic of fairness in coaching.

Serbian Rugby League Federation as national governing body for rugby league sport recognized by the Ministry of Sport of the Republic of Serbia will represent the whole research and Fair Coaching toolkit as good examples from practice that other Serbian sport national governing bodies and other sport organizations can use in the future.



## 1.2 Main findings from the multiplier sport events (MSE)

### FRANCE

The Alice Milliat Association was in charge of organising an event on Sport and Gender discriminations. We organised on 10 January 2021 a conference-debate called « Sports and Gender Discriminations : from training to practice ». The following guests were invited:

#### a. Panel

- **Béatrice Barbusse**, sociologist and Vice-President of the French Handball Federation, who spoke about the multiple realities of sexism in sport with a focus on female coaches and managers
- **Eva Jacomet**, Project Manager at Think Tank Sport et Citoyenneté, who spoke about the challenges of the feminisation of sports management
- **Emmanuel Rouquette**, Education Officer at Play International, who explained the practical application of the fight against discrimination in sport

#### b. Main conclusions

##### A patriarchal system

Sport is the “home of men” (maison des hommes). It has been built socio-historically by and for men. Men occupy the space whether it is within federations, clubs, as sportsmen, on TV, in the media in general (in 2021 97% of the front page of the Journal l’Equipe represents men, 3% women) but also in the public space (with the example of city stadiums). In 11 years, only one front page of L’Equipe (headline and sidebar) has been 100% female. In France, 38.5 % of all licence holders, all disciplines included, are women ; 80% of technical staff are men and 40.6% of employees in the professional sports sector are women. Women have little access to the positions of national coaches and national technical directors (11%) or national (26%) and regional (16%) technical advisors. Women represent only 9% of sports educators in team sports.

##### Feminization as part of the solution

The problem must be tackled at the root: there are few women in sports training (29% in STAPS and when they are present it is rather in professions linked to motor skills, social work or adapted sports practice).

For Béatrice Barbusse, the feminization of the French Handball Federation contributed to fight against sexual violence. In the 56 cases that have been reported to the federation, 100% of the aggressors are men. Having more women present can therefore create a collective force, increase the level of vigilance and have a real impact to avoid the isolation of victims.

## Reporting mechanism

To fight against sexism and sexual violence in sport, it is necessary to set up a completely independent disciplinary commission. Serious cases for which there is evidence should be dealt with at national level. This is to avoid the lack of objectivity that friendly ties within territorial commissions can lead to. In most federations, there is a grey area: we don't know who is responsible, who should take sanctions...

Within the federations, it is necessary to have a greater reactivity: the reports must be treated immediately by a dedicated cell.

## Coed sports

Emmanuelle Roquette presented the methodology of Play International and the active pedagogy: experimenting to make people understand things. If this pedagogy works very well with an 8-12 year old public, the experiences proved that it was necessary to move on to a second phase of the project with the activity leaders, with a reflection on the posture of the supervisor.

On the possibility of introducing co-education in all sports, Beatrice Barbusse raised the point that this would be a question of "new" sports and not a transformation of existing sports. (e.g. 4-a-side handball). Indeed, changing the rules of a sport changes its nature.

The sports world is a patriarchal system in which gender discrimination persists. However, sport can also be a tool to fight injunctions and inequalities. It is more than essential to act on the supervisors, to train the structures to develop a collective awareness. At the political level, those who make and implement policies are not trained and aware of the problems of discrimination and violence, and therefore reinforce stereotypes and persistent inequalities.

## ITALY

Assist participated in the Final Four of the Women's Sitting Volleyball Champions Cup, bringing training on the topics of Fair Coaching.

The main objective of the event was to launch and massively disseminate the Toolkit in order to engage more people, get media attention, and share with national and international stakeholders the IO and Pilot Action that was also implemented in Italy through the national event and related activities.

The seminar mainly followed this general structure:

- Introduction to Erasmus+ Sport priorities, EU guidelines and policies in the field of sport, equality and contrast to discrimination, actual implementation in hosting country and suggestions for a wider spreading and application
- introduction to the project's aims, activities implemented and produced IOs, results reached so far, on local and national level

- launch of the campaign toolkit
- promotion of networking among participants

The trainers were Antonella Bellutti, Olympic Champion and Assist's training and innovative projects manager, and Dr. Francesca Masserdotti, psychologist and psychotherapist, and featured Eva Ceccatelli, captain of the Italian national sitting volleyball team.

During the training, Simonetta Avalle, the first woman coach in the A1 series in Italy, spoke, emphasizing the importance of training coaches, with projects such as Fair Coaching, so that they can have skills that are not just strictly technical; and, at the same time, it is important, also from a methodological point of view, to emphasize the (conscious or unconscious) inappropriate behavior of coaches causing early hyperspecialization, burnout, abandonment, all phenomena -in Italy- with important numbers.

The training was attended by 51 people, including coaches, female and former athletes, and referees from different European countries, such as Germany, Malta, Bosnia, Slovenia and Poland.

Interest in the topics covered was very high, and the difficulties and lack of real training, especially in Italy, were shared. At every level of training, there is a lack of attention to many of the topics covered, such as the prevention of abuse and harassment and the use of appropriate language.

At the end of the sports event, we awarded the coaches of the 4 finalist sitting volleyball teams with the certificate of "Fair Coaching Ambassador," asking that they could bring within their sports clubs and in their country, the values of Fair Coaching.

The final transnational multiplier event provided a final overview of all activities, results, and outputs realized during the action, shared key evaluations of the action, and built a bridge for future cooperation and action to promote fair coaching in Europe, which has its first concrete step in launching a national edition of the Fair Coaching project led by the municipality of Cremona.

The event was developed in two parts: the first session will be a final international conference with relevant testimonies from the partnership and outside the partnership to promote all the main results of the project, IOs and add relevant testimonies and contributions from qualified speakers; the second part was a time of reflection and sharing with respect to some points addressed in the project: Code of Ethics, observation and prevention, synergies with institutions.

In addition to the partners, Antonella Bellutti, former cyclist, winner of 2 Olympic medals, trainer and head of training and innovative projects at Assist, Josefa Idem, former canoeist, winner of 5 Olympic medals, former Minister for Equal Opportunities, Sports and Youth Policies, and Stefania Passaro, former basketball player with 10 league titles, 6 Champions Cups, 5 Italian Cups and 178 appearances on the national team behind her, brought their contributions to both the first and final sessions of the event. The contribution of these 3 incredible former female athletes provided a way to make the reflection deeper and more practical thanks to their personal experience both as athletes and as women.

During the event there was also the testimony of a young athlete, only 10 years old, from Greece, his speech was very important because he presented us with his decalogue of the good coach.

The event was also attended by the mayor and the sports councilor of municipality of Cremona, which is the city from which the Italian national project on Fair Coaching starts.

The FC Cremona project aims to create a national reality in Italy, starting from the tools created with the European Fair Coaching Erasmus + project.

The goal is to start from Cremona, with the role of leader, to give continuity to the dissemination, training, research, improvement of guidelines and the development of best practices.

The objectives of this national project are to disseminate information to promote awareness with regard to the culture of respect, declining the concept of Fair Play in the broader concept of Fair Coaching; structure an information pathway for athletes, parents, pupils, teachers and organizations in the area; and a training pathway for coaches and managers. Work will also be done to create a national and stable observatory to collect relevant data on the Fair Coaching phenomenon in Italy, which can be useful to improve the quality of guidelines and create an implementation of best practices. and spread the idea that one can coach in a respectful manner.

## FINLAND

The event was organized during the European Week of Sports (#beactive) on 30th September. Young coaches under the age of 30 were chosen as the target group of the event. There were participants from all over Finland from 20 different sports. The event was kicked-off by Siiri Turunen (Member of the Young Coaches Team and Member of the Board of the Finnish Coaches Association) and Sari Tuunainen (CEO Finnish Coaches Association). Each session of the event brought the topic of Fair Coaching closer to the 50 participants.

The first session, which was facilitated by Pulmu Puonti (Kisakallio), used drama pedagogy to look into 'How to deal with inappropriate behaviors from a coaches' perspective'. The participating young coaches were divided into seven groups and received one of possible three stories to set the scene for the drama exercise. The stories were based on real life examples to provide the young coaches with the reality of what coaches are or can face during coaching. After acting out the stories each group discussed their feelings and thoughts on the story and the session was closed through a whole group discussion lead by Pulmu where each group shared their key aspects on how to deal with inappropriate behavior, how to spot it, how to intervene and how to make sure that inappropriate behavior has no place in the sport environment.

The session was followed by the introduction of the You are not alone (Et Ole Yksin), Ilmo and Whistleblower reporting tools on inappropriate behavior to the participants. Pauliina Lius and Sanna Laurila from the Family Federation of Finland introduced the You are not alone – online

course and reporting tool, Timo Huttunen from the Football Association of Finland presented on the Whistleblower tool and Teemu Japison from FINCIS familiarized the audience with ILMO. Key take-home message was that it is important to notify observations of inappropriate behavior immediately to the introduced reporting channels. Every channel has the option to report anonymously and the case stays as long as the involved parties wish. It is further important that clubs have a dedicated person who is in charge of communicating internally to all members about these services and how easily they can be accessed.

The event continued after lunch with a panel discussion on: 'Good coaching of an athlete: Coaches' views on good coaching of an athlete at different stages of the athlete's path' with Antti Paananen (Finnish Olympic Committee), Sirkka Kaipio (Finnish Figure Skating Association), Pekko Söderström (Finnish Football Association/Urhea) and Mervi Brandenburg (HIFK). Here again the key message was that through an open mind, a sound coaching philosophy, being brave, observation, networking, communication and exchange with other coaches each young coach has the potential to develop into an effective expert coach who takes their participants' needs into consideration at every step of the way.

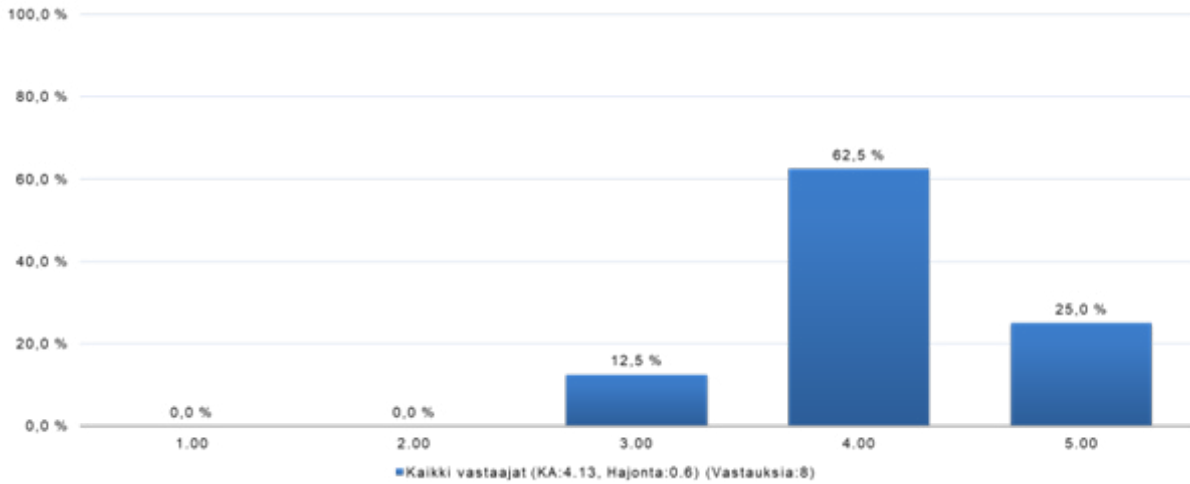
The panel discussion was followed by a short Our Sport workshop led by Sari Tuunainen, whose outcome emphasized the key message of Fair Coaching, being a positive and supportive coach, being athlete-centered, creating a safe training environment, communication with athletes and the parents, having an open ear, continuous professional development as a coach and providing developmental feedback to the athletes.

The second to last session was led by Satu Kaski on: The daily life of a coach and managing one's own work. Coaches are faced with plenty of stressors during their work, these stressors are due work-load, expectations of the employer and the resources available to coach, which might be unsatisfactory to the work the coach is expected to accomplish. Skills a coach needs to have in order to deal appropriately with the situations they are facing are: time management, recognizing their own resources, self-management, planning, problem-solving, self-regulation, self-care and well-being skills and information collection and being in the present.

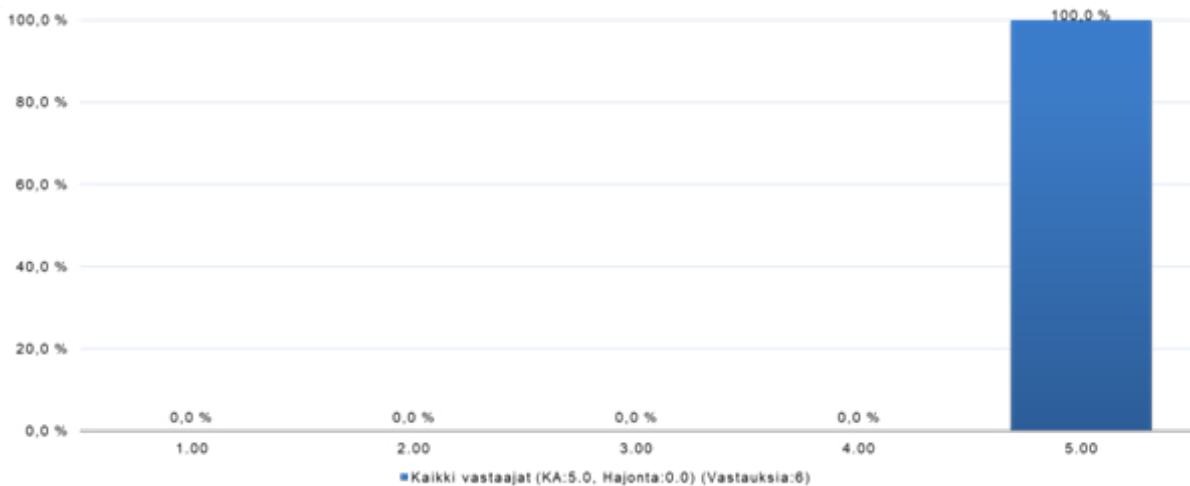
At the end of the day, the Young Coaches Team discussed with the participants how the day's theme Fair Coaching is reflected in their daily work.

In our opinion, the event was very successful and we also received such feedback from the participants. Regrettably, only 9 participants answered the electronic feedback survey, which seems to be a modern trend that the number of responses to feedback surveys remains small.

**The event increased my courage to intervene in inappropriate behavior.  
1= no, 5 = yes, a lot**



**It is important that these issues are discussed.  
1=no, I do not think so ; 5=yes, absolutely**



## GREECE

In Greece we organized the MSE in the municipality of Peristeri (Athens) with 41 coaches from different sports backgrounds. It was a one day event. Coaches were coming from Basketball, Volleyball, Track and Field Athletics, Tennis, Swimming, Water Polo, Table Tennis.

Most of them had the responsibility to coach the women's team and some of them use to coach girls U20 and U18 years old. Additionally, 61% of the participants work not only as coaches but also as physical education teachers in public and private schools of Athens.

The instructors were Leonidas Karaiskos (Kea's President, Competition Manager Athens 2004 Olympic Games, PhD candidate University of Peloponnese), George Mantzouratos (Ministry

of education, PhD candidate University of Peloponnese) and Nikos Theodorou (Kea's board, University of Athens).

The event had the main objective to launch and present the Participative Ethic Code in coaching and gather contributions and spread its use and adoption by coaches and coaches/sport organizations.

In the feedback questionnaires, all the trainees indicate that the topic was successfully developed and helped them to better understand the children's psyche. They also stated that the information they received impressed/influenced them the most in terms of proper management of the respective behaviors.

Finally, it is critically important to note that all participants referred to the experiences and emotions they had during the sporting activities/sports career and shared feelings and thoughts. Participants expressed their willingness to spread the knowledge to the teams they work and with their colleagues who they were not present.

The coaches who work parallel as physical education teachers expressed the idea to spread this knowledge to kids via the ministry of education because most students in Greece are dealing with sports during their free time. For this reason, they ask from KEA's members to open dialogue with the ministry of education. As a board of KEA we believe that running such a program during school hours will be very productive for the students all around the country.

## SERBIA

Serbian Rugby League Federation delivered from 9th to 10th April 2022 Transnational multiplier event: transnational learning workshop for coaches. Event was held in Belgrade, with participation of 32 domestic participants and 8 international participants, plus there were also 7 persons in charge for project delivery and management at the MSE (2 from Serbia and 5 from partner countries). Unfortunately due Covid-19 pandemic issues 2 partner organizations from Italy couldn't attend in person, but Serbian Rugby League Federation provided Zoom links that were open to all that wished to participate live at the MSE. MSE was live streamed at the Fair Coaching and Serbian Rugby League Federation Facebook pages.

After the training paths for coaches that were implemented in Italy, Serbia, France, Greece, and Finland, representatives of coaches among the participants had the possibility to meet colleagues from other partner countries in a 2 days workshop where they exchange practices, outcomes of trainings, skills and experience about fair coaching and ideas to further promote it. This was the first meeting between partners, due the fact that in 2020, 2021 and 2022 we had a Covid-19 pandemic and lock down across Europe.

Transnational multiplier event: transnational learning workshop for coaches was led by Jovan Vuosevic on behalf of the Serbian Rugby League Federation. Event was opened by Jovan Vujosevic and Nina Pekovic Savic, Director of the Belgrade Sport Association, the biggest sport Association in the City of Belgrade recognised by the Serbian Government and local govern-

ment of the City of Belgrade. Nina Pekovic Savic is also in a commission for the development of women's sports in the Serbian Olympic Committee. She addressed all guests and presented them with the current situation in Serbian sport.

Jovan Vujosevic on behalf of host nation presented impact that so far Fair Coaching had in Serbian Rugby League Federation, outcome of Fair Coaching toolkit trainings and document and actions which Serbian Rugby League Federation did as outcome to improve fair coaching in a country:

- Anti-bullying policy;
- Safeguard policy;
- Tackle it!;
- Girls can.

After the host nation presentation each partner presented training paths for coaches that were implemented in their countries. On behalf of Finnish Coaches Association, Sari Tuunainen, presented FCA work on the Fair Coaching toolkit and delivery of IO3 and IO4, on behalf of the KEA, Leonidas Karaiskos presented delivery of the IO3 and IO4 and experience from Greece and on behalf of the Association Alice Milliat Tess Harmand and Berteaux Ombeline presented delivery of the IO3 and IO4 and experience from French partners. Italian partners represented their work and experience on delivery of the IO3 and IO4 to partners on ground in Belgrade using the Zoom platform on a big screen that was broadcasted in a conference hall. On behalf of the Assista and Lega Volley Francesca Masserdotti and Antonella Bellutti presented delivery of IO3 and IO4 in Italy and their organization experience. First day reached 912 people on the Fair Coaching live stream.

The impact of this activity was important to increase and strengthen European connections and awareness among coaches, disseminate the outputs connected to the training paths (IO3 and IO4) and help create the Ethic Code (IO5).

On day 2 participants were divided and mixed in multicultural groups with a task to exchange and discuss case studies, expertise and experiences, proposals and make a draft version of their group Ethic Code and to present it to other group on live panel before the final session which aimed at creating a draft version of the Fair Coaching Participatory Ethic Code. In order to create the best version of the Fair Coaching Participatory Ethic Code participants used a mind map program and merged the best parts of each group's Ethic Code in a draft version of the Fair Coaching Participatory Ethic Code. Second day reached around 215 people on the Fair Coaching live stream.

On both dates of the Transnational multiplier event: transnational learning workshop for coaches participation took 32 domestic participants from Serbia and 8 international participants, plus there were also 7 persons in charge for project delivery and management at the MSE (2 from Serbia and 5 from partner countries). Presentation by gender there was 17,5% women and 82,5% men. From 32 coaches from Serbia there were 12,5 women and 87,5% men. Most coaches came from rugby league, but there were also coaches from football, handball, basketball, rugby union, volleyball and fitness.



The event was covered by the project's social media platforms, Facebook channels dedicated to the project and each partner organizations social media channels, event was live streamed at the Fair Coaching and Serbian Rugby League Facebook page and local/national media were invited. Event was also promoted at the Balkan Super League matches between two best Serbian clubs Rugby League Club Partisan 1953 and Rugby League Club Red Star in Belgrade and also in Nis where Rugby League Radnicki Nis faced Rugby League Club Radnicki Belgrade. Both matches were livestreamed and promoted Fair Coaching project during live stream to raise awareness of a project.

## 2. Most effective outputs and activities implemented

In this part, each partner tells about the main lesson they learned from the project or an event/testimony that marked them.

### FRANCE

As part of our training sessions, we had the intervention of a young cyclist who agreed to testify about the sexual violence she suffered at the age of 13. She agreed to intervene and answer the students' questions during the session with the DEJEPS students of the CREPS of Bourgogne Franche-Comté.

X spoke about the state of shock in which she was, and the legal proceedings that are still underway at the present time. She agreed to answer all their questions in total transparency. Her testimony, recorded, was then broadcast during each training session.

These attacks were committed by a volunteer member of the regional cycling committee (VTT). X was able to make our young people aware of the importance of increased surveillance, both for employees and volunteers. She reminded them of the role they have to play in preventing sexual violence.

In the feedback questionnaires, all the trainees indicate that the most important moment of the training was the testimony of this cyclist.

From this experience, we learned that it is important, especially for young people, to have elements that speak directly to them and to be able to exchange with people other than the trainers. The testimonies made a direct impact on them and generated a deep reflection on the psychological mechanisms surrounding sexual violence, on the internal management of such violence and on the way it is dealt with by the legal system.

### ITALY

During the online training, two female basketball athletes gave a very brave account of their experience of harassment by a coach. On the one hand, they shared the lack of awareness when one is very young that, for example, even frequent messages of a certain typology on the phone can be harassment. They shared the lack of structure in sports clubs to which they can tell how they feel about something and possibly be able to report it. They also told us, however, that they now have more awareness and feel they can help younger female colleagues to recognize what is legitimate and what is not. Listening to these testimonies was very intense and made us realize how useful it can be to create spaces where female athletes can tell their stories without judgment.

## FINLAND

The training events showed that it is important to discuss different forms of inappropriate behavior related to sports. In Finland, responsibility issues in coaching have been thought about for a long time, and the Fair Coaching training material brings a good addition for different sports to be used in training coaches. Discussions between coaches about different forms of inappropriate behavior make things visible. Through discussions in training events, coaches gain the courage to intervene in inappropriate behavior they see. The tools for reporting inappropriate behavior are already quite well known, but communicating more about them is important. The common message of the coaches met at the trainings and at the MSE event was that these issues need to be talked about more. At the events, it was also jointly stated that the vast majority of sports operate in accordance with ethical operating principles, so it is important to bring that message to the fore as well. In two events, we met almost 100 young coaches under the age of 30, many of whom had personal experiences of unethical behavior during their own sports careers. These youth coaches play an important role in building the safe sport of the future. We feel it is important to continue training and supporting young coaches.

Raising awareness and increasing training for coaches and other sports stakeholders was clearly what came to the fore through our activities.

## GREECE

During our face to face meeting a female volleyball coach described an inappropriate behavior she faced some years ago, when she was an athlete. She stressed the fact that she didn't know how to react because she was young and there were no ways to report such situations. Everybody realized the importance of feeling free to speak about such circumstances.

For most of the participants it was the first seminar they had attended on this topic. They found it very interesting, it was understandable and made them think about the coaching behavior they should have in the future or have shown in the past, and certainly they would definitely want to attend something similar again.

Once again we will mention that the need for preventive actions and the need to communicate situations related to inappropriate behavior is over-emphasised in the responses.

## SERBIA

The Fair Coaching project greatly helped the revitalization of work with women in the Serbian Rugby League Federation. The Serbia Rugby League Federation is a grass root sport Federation which deals with amateur players. Before the Covid-19 pandemic, Serbia started working with women in 2019 on an ad hoc basis, without the knowledge and experience of our coaches,

who come from traditional men's sports environment, with stereotypes about the equality of men and women. During the Covid-19 pandemic in 2020 and part of 2021 in Serbia, activities and work with women fell to a minimum and women's selections were completely closed.

By training coaches and using a Fair Coaching approach and toolkit, we succeeded in the second part of 2021 and in 2022 to totally revitalize the number of women, to train the national team, to promote gender equality and the strengthening of women in sports through the project, and to totally eliminate sexist and any bad behavior towards women in rugby league sport. This was a great outcome, because also many ladies for the first time passed coach end referees educational courses. All this resulted in the historic victory of the women's national team of Serbia against Turkey, which is the first official victory of our women's national team. The match was played as part of the promotional activity of the Fair Coaching project and in many ways raised awareness about the project and its importance.

As one of the results of good practice and work on the project, there is a set of rules that our Federation made in order to protect all participants in the sports system within our Federation, especially vulnerable groups, and reporting cases of inappropriate behavior, insults, and sexist behavior. Our Federation has implemented rules and introduced safe guard officers who are in charge of protecting all participants in the sports system and to whom cases of inappropriate behavior can be reported.

We strongly recommend the introduction of safe guard officers, who would be persons of integrity and trained to hear and report any form of misconduct.

## NETHERLANDS

FARE organised a webinar on observing and reporting all forms of discrimination and racism in grassroots sport. The webinar was attended by 28 people.

### **a. Structure**

The webinar speakers :

- introduced the Fair coaching project with information on how to engage with the project and use the resources developed.
- identified different kind of incidents of discrimination, highlighting the Fare network match monitoring scheme and gave examples of good practices in Belgium, Netherlands and the UK;
- cited scenarios of real incidents reported on a reporting tool developed by the Finnish Coaches Association, and how to deal with the incidents as well as guidance in form of a code of conduct for athletes, adults, coaches, and staff involved in sport, that defines with guidelines to promote positive environment; and
- defined online hate speech and what triggers it as well as the online tool for reporting online hate speech.

## **b. Main conclusions**

### **What are we talking about – what are we dealing with, what kind of incidents are we confronted with ?**

Niels van Muijden from Fare network made an overview of types of incidents, forms of discrimination and a comparison between observing on professional and grassroots level. In Football, observers report on all forms of discrimination [acts of abuse] directed at players, coaches, referees, fans etc without prejudice on who the perpetrator is. Acts of abuse at both the grassroots and professional levels have historically been heard or seen in the form of gestures, chants, banners, flags, clothing, choreographies, slogan, songs, and online messages.

The process set up by Fare includes analysis of historical data of playing teams, appointing an expert observer for each of the playing teams, reporting any incidents identified to UEFA or FIFA, which sometimes results in penalties for clubs. The challenges faced included lack of data, in some cases lack of evidence, unclear follow up procedures and lack of awareness that prohibits preventative action from regulatory bodies. Fare's methodology has been successful at professional level as this is more visible than at grassroots level.

Niels cited good practice examples of data collection done at grassroots level carried out by Kick It Out based in the UK, Cometogether action in Belgium and KNVB in the Netherlands.

Reporting tool online hate speech : Presentation of tool developed by Textgain collaboration with Fare network

The Fare network tool has been developed since 2021 with 10 experts across Europe as part of a Google project titled, 'Tackling hate speech and narratives of radicalisation around football online'. The tool was developed to understand online hate, the frequency, different types of abuse and to whom, players or clubs, analysis of hate to leagues.

The tool works in different languages and online platforms to identify where the hate is prevalent, enabling mapping the hate and terms used. The tool also analysis the toxicity of the hate reported.

The information gathered can further be used by stakeholders to understand hate or abuse to their respective communities to monitor, apply for funding for preventative action, to further expose the problem and to educate players, schools, sports providers, and regulators.

### **3. Recommendations for sport and justice system, in order to implement an effective and equal way towards discriminations in coaching and protection of victims**

Specifically addressing decision making organs and stakeholders that are involved in addressing and tackling reported cases of abuse and discriminations at national level, as CONI's federal justice system, and European level, as the European Olympics Committee organs

- Promote athlete-centered coaching and atmosphere where everyone is feeling safe and everyone is met as an unique individual.
- Integrate specific training on discrimination and violence with a special focus on sexism and sexual violence within national training program to become educators
- Promote existing resources within sports clubs and associations
- Enable victims of discrimination and violence to express themselves, leave floor to there testimonies. To do this, it is necessary to create moments of exchange and listening. At the end or beginning of each training session or once a week, it is interesting to set up a time of exchange with the athletes in order to facilitate testimonies but also to create a space of trust.
- Promote psychological and mental support in order to help victims of discrimination or violence in sports. Having a psychologist within a club can be a solution.
- Disseminate the code of ethics within the sport ecosystem. It is important that it is printed and displayed in every club, sports facility and institution. It should also be signed by any new member or staff of the club.
- Ensuring the safety of sports facilities: it is important that athletes have access to a safe environment, and the quality of the facilities is key. Facilities must be in good condition, such as changing rooms, and showers must be properly closed and in good condition, as well as toilets, and facilities must be properly lit in particular.
- Create inappropriate behavior reporting channels that are easy and accessible. There need to be reporting processes that are close, for example in the sport club. On the other hand there need to be reporting possibilities that are organized by neutral operators.
- Create independent disciplinary commissions, without taking away the responsibility of the sports structures. In most federations, there is a grey area in the collection and processing of complaints. It is not clear who takes sanctions and to whom they should be referred. There is a problem of transparency, and a closeness between individuals within federations that leads to an omerta.



# FAIR COACHING

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