



TRAINING TOOLKIT FOR OBSERVERS

Promoting Values and Tackling Discrimination and
Inappropriate Behaviour in Sport IO4

ABSTRACT

This toolkit provides athletes, coaches, fans and other stakeholders in the sporting environment with case examples and guidelines on how to observe and intervene in inappropriate and abusive behaviours in training and competition.

Fair
Coaching
Erasmus+

Imprint

This toolkit is an output of the FAIR COACHING project, funded by the Erasmus+ Sport programme in 2019. It aims at promoting widespread awareness among coaches, professional and grassroots, fans, athletes and families about discriminatory behaviours that can be put into practice by coaches and trainers towards athletes, especially young female athletes, who are the most affected target. It also intends to spread a culture of respect in the sporting sphere and in the whole society. For further information on the project, as well as downloadable research and support material, go to www.faircoaching.eu.

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The project is run in partnership by the following organisations:



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1. Background

This guide contains examples of inappropriate and abusive behaviour within the sports environment in order to draw attention by athletes, coaches, team staff, entourage and fans on the subject, to recognize, intervene and finally report on such cases.

Inappropriate behaviour, abuse, sexual harassment and violence within the sport environment can be observed in all sports and at all levels. This is why it is important to raise awareness and to help anyone observing such to recognize it and to report it. To create a safe environment for everyone involved within sports.

Discrimination towards members of the LGBTQIA+ community, women, ethnic minorities, and disabled people during sporting events. The discrimination and abusive behaviours can be directed at the athletes, team staff and officials competing in the event or at fellow spectators attending the event. Every human being is entitled to a discriminatory and abuse free environment.

Inappropriate and abusive behaviour as well as hazing, inappropriate physical contact, sexual harassment, abuse and violence, as well as derogative comments and comments with double meaning all create unsafe environments for participants in the sport, no matter the age of the participant or the perpetrators.

Often inappropriate behaviour, harassment and abusive as well as other forms of discrimination within the sporting environment are directed towards ethnic minorities, disabled people, lesbian, gay, bisexual, transgender/transsexual (LGBTQIA+) people, and women. This means that within the sporting environment antisemitism, homophobia, islamophobia, racism, sexism and xenophobia is unfortunately perpetrated and is observed by all present.

In this guide everyone within the sporting environment is seen as a participant and inappropriate behaviour, abuse and harassment can be carried out by anyone involved, this means athletes, coaches, team staff, parents, family members, fans, supporters, administrators, officials and bystanders.

This means that anyone within the sporting environment functions as an observer of inappropriate, abusive and harassing behaviour and is then obliged to intervene and report such occurrences.

This guide helps everyone within the sport environment to become an active and effective part in fighting and highlighting discrimination in coaching and make sport a better and safer environment for everyone.

This guide further empowers everyone in recognizing signs of abuse and at-risk behaviours early, reporting them, as well as feeling protected and skilled to take these first essential steps.

A selection of case examples is presented in chapter 3 but is far from exhaustive.

If clubs and sport associations are neglecting to intervene and prevent inappropriate behaviour, abuse, violence and harassment within sport, or if they silently ignore it or even deny it, they signal to victims of such cases that such derogative behaviour is accepted and that it might even be the fault of the victims that they were targeted.

2. Introduction

In order for observers to recognize inappropriate, abusive and harassing behaviour it is necessary to understand what is considered as inappropriate, abusive and harassing behaviour.

Inappropriate, abusive and harassing behaviour includes inappropriate language, violent communication, inappropriate physical contact, harassment., verbal and physical abuse, unwelcome and unwanted attention, neglect, bullying, gender-based harassment and sexism, sexual harassment, racism, sexual abuse and sex offences. This list is not exhaustive and many other forms of abuse, inappropriate behaviour and harassment can occur within the sporting environment.

The following list is intended to make it easier for observers to recognise inappropriate, abusive and harassing behaviour, in order to take appropriate intervention steps.

Inappropriate language

By the supporters

- Shouting of derogatory and discriminating words such as: monkey, gorilla, N-word, poofter, poof, faggot, fag, dyke, gypsy, making monkey noises, donkey, bitch, whore, gay (when used in a pejorative sense), retarded, get-deported, 'stay at home and cook', primate, jew/jude, hissing noises, white power, white pride, white only, Aryan, Ziga-Zaga
- Comments mainly directed towards female athletes, coaches, officials and fans: 'nice boobs', 'your top should be even tighter so we can see your boobs better', 'I like the way your boobs jiggle when you run', 'hot pants for a hot women', 'nice ass you got there', 'with a bit more make-up your face could actually be nice', 'why don't you stay at home, you don't have the skills for the sport', 'you are wasting our money', 'women shouldn't be on the pitch but cooking at home',

By the coaches or staff

- Using sexist language when talking to or referring to athletes. For example: "Don't be a sissy!"; "Run like a girl"
- Using racist language that disregards diversity as a resource
- Mocking their athletes when they fail to do something

Discriminatory practices include:

- Gestures such as: monkey/gorilla gestures, throwing of bananas, nazi salute/hitler salute, quenelle gesture,
- Flying or waving of banners, flags and images of: sexual intercourse (anal/oral), flags connected to neo-Nazi skinheads, symbols used by far-right groups, swastika, Ku Klux Klan symbol, right white fist, Celtic Cross, Cogwheel, war flag of the German empire, SS-Totenkopf skull, Reichsadler (eagle of the Nazis), confederate flag, black sun, SA badge
- Showing of runes: Sig-rune, Gibor-rune, Tyr-rune, Odal-rune, Man-rune, Yr-rune
- Other far right symbols: 14, 88, 28, 18, 100%
 - See materials by Fare for more information on these signs and symbols (https://www.farenet.org/wp-content/uploads/2016/10/Signs-and-Symbols-guide-for-European-football_2016-2.pdf)
- Homophobic language and insults: any hate speech and insults concerning sexual orientation, gender identity

- See the Toolkit realized by the OutSport project for more information and awareness on homophobic practices in sport:
<https://www.out-sport.eu/wp-content/uploads/2019/11/OUTSPORT-TOOLKIT-EDUCATION-THROUGH-SPORT.pdf>

And many more symbols, slogans, flags and banners, gestures and songs and practices which are executed within the sporting environment.

Inappropriate behaviour:

Inappropriate behaviour is against good behavioural standards. Behaviour can appear as acts of negligence and may be intentional or unintentional.

Inappropriate behaviour can be systematic, continuous or one-off and, in extreme cases, is even illegal.

It can be for example:

- Blackmailing of specific personal characteristics, traits or peoples' intimate affairs
- Exclusion from the training community
- Shouting, barking, swearing, calling of inappropriate names, derogatory looks, talking badly about another person, or making fun of someone else
- Physical violence or intimidation
- Abuse of power or power position
- Sexual harassment
- Gender-based harassment
- Inappropriate behaviour due to substance abuse

Bullying is:

- Physical - pushing, shoving, punching, hitting, kicking, taking away a person's belongings (this may also constitute assault).
- Verbal - name calling, banter, threatening, teasing, intimidating, yelling abuse, using put-downs.
- Psychological - ganging up, preventing a person from going somewhere, taking a person's possessions, sending hostile or nasty emails or text messages.
- Socially - excluding, alienating, ignoring, spreading rumours.

Bullying can be perpetrated by peers, but is not limited to them. It is important for parents, legal guardians and other adults,, such as sport managers, coaches, sport activists and supporters, to know how to listen to the stories of young children considering the group dynamics on the field of play and in the locker room, so that they can recognize incidents of bullying.

Recognizing bullying is important, both in order to be able to report misbehaviour to the sport staff and to monitor that the same behaviours are not executed by fans.

A sex offence is:

- An act violating the bodily integrity of a person or the normal development of a child
- Sexual abuse of a child
- persuading a child for sexual purposes
- touching a child's breasts, genitals, backside or thighs
- sexual proposals, comments and messages targeted at a person under the age of 16, specifically but not only, showing sexual materials to a child
- Having intercourse with a person under the age of 16, specifically but not only

It is worth to be mentioned that, considering coaches acting in their role of power, even sexual proposals, comments and messages targeted at athletes over the age of 16 are to be cautioned and communicated to the relevant persons.

Specific notice given to the relationship between coaches and athletes. Because coaches are in a so-called power-relationship with the athlete(s) they are working with, they might be tempted to abuse this power-relationship to request sexual favours from their athletes. Athletes, independent of their age, should understand and be made aware that this is considered an offence and that they should inform the appropriate person in their club/association immediately or make an anonymous report with the appropriate institution.

Sexual harassment is:

Sexually suggestive gestures or expressions (e.g., showing gestures describing intercourse or masturbation to children under the age limit), inappropriate sexual talk such as ambiguous jokes, homophobia and fornication (e.g., inquiring about sex from a child under the age limit), questions or remarks on the body, clothing or the personal life (e.g., when an adult chats online with a young person and the tone of the conversation becomes sexually tinged), inappropriate sexual messages, pictures or videos in Social Media (e.g., sending a pictures of one's own intimate area to a young person under the age limit), sexual demands or proposals.

Sexual harassment can be:

- Unwanted verbal, non-verbal or physical sexual behaviour
- Sexually suggestive gestures or facial expressions
- Sexual talk, double entendres, calling people gay or a whore, comments and questions about people's bodies, clothes or intimate private life
- Sexually charged messages, e-mails, telephone calls, images and videos, posts on social media

Rape

Rape is a type of sexual assault which includes sexual penetration and sexual intercourse without consent.

When we talk about sex offense and sexual harassment, it cannot be stressed enough that the coach is in a special power situation in respect to the athlete(s) they are working with. This

power-relationship may cause athletes of any age to confuse the attention they are given by the coach as actually being harassment and abuse. Training in this regard for athletes, parents, sports staff, and coaches is essential.

Racism is:

- Prejudice, discrimination, or antagonism by an individual, community, or institution against a person or people on the basis of their membership of a particular racial or ethnic group, typically one that is a minority or marginalized.
- The belief that different races possess distinct characteristics, abilities, or qualities, especially so as to distinguish them as inferior or superior to one another.

Unwelcome or unwanted attention is:

Attention is still given by someone in a power position to an athlete other person in the sport environment after it was made clear by the athlete/person that it is unwanted and is unpleasant

Neglect is:

To not give enough care or attention to people or things that are your responsibility

Psychological abuse is:

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

Psychological abuse can be carried out in many different ways. For example, if you put the athlete's health at risk by forcing him or her to do exercises that are beyond the athlete's ability or physical health at that particular time

Or the exclusion of the athlete from the group for reasons that are not purely competitive, devaluing the athlete in front of everyone, perhaps demanding a performance that he or she cannot put in due to his or her athletic abilities.

Or using weight and food as a threat for athletes, especially girls, making them feeling bad about their body with the risk to create eating disorders and other severe psychological backlashes on athletes, as the very recent reports by some athletes of the Italian Gymnastic Federation revealed (https://www.ansa.it/english/news/2022/11/02/rhythmic-gymnastics-hit-by-emotional-abuse-allegations_40901919-d8ce-4c87-9d13-33c72715c797.html).

- for more examples on psychological abuse, check the document of the Women's Sport Foundation Addressing the Issue of Verbal, Physical and Psychological Abuse of Athletes: https://www.womenssportsfoundation.org/wp-content/uploads/2016/08/addressing-the-issue-of-verbal-physical-and-psychological-abuse-of-athletes-the-foundation-position_final.pdf

- For more information on a specific consequence of psychological abuse as eating disorders, check the UK Government document: https://www.ukssport.gov.uk/~/_media/files/resources/eating_disorders_in_sport.pdf

Physical abuse is:

- Physical abuse basically involves a person using physical force against another person, which causes, or could cause harm.
- Physical abuse can involve any of the following violent acts:
 - Scratching or biting
 - Pushing or shoving
 - Slapping
 - Kicking
 - Choking or strangling
 - Throwing things
 - Force feeding or denying food
 - Using weapons or objects that could hurt
 - Physically restraining (such as pinning against a wall, floor, bed, etc.)
 - Reckless driving
 - other acts that hurt or threaten, such as making an athlete perform techniques they are not yet able to do without the potential for serious physical harm

Sexual abuse is:

Sexual abuse of a child over the internet:

- Sending nude pictures of a child
- Soliciting sexual suggestions
- Sexual exploitation and rape through the use of a webcam
- Sending of nude pictures of the perpetrator
- Can occur within families, or with another person in a relationship of trust or authority

3. Case examples

3.1 Athletes

In this chapter a few case examples from training and competition environments are presented to help especially athletes to determine what is appropriate and what is inappropriate conduct in their sporting environment.

Case examples from training and competition environment:

1.

“My teammate sometimes says things intended to be jokes but at times they are offensive. She might say, for example, that I have “too small tits” or comment on other parts of my body, these comments have nothing to do with my sport”.

Body talk, derogatory or sexist jokes can be classified as harassment.

As part of the Code of Conduct for athletes, adults, coaches and staff involved in sports the following guidelines should be given:

Any adult should refrain from any action or treatment that violates the dignity of the athlete. The adult shall address derogatory comments, negative body talk, offensive jokes and sexist talk between teammates and intervene.

2.

“Our coach often inspects us from head to toe at the beginning of the training session, saying we look good, smiling in a disgusting way, especially when one of us is wearing make-up and some other clothes than shorts and T-shirt, for example a tight top.”

Sexually suggestive gestures and expressions can be classified as harassment.

As part of the Code of Conduct for athletes, adults, coaches and staff involved in sports the following guidelines should be given:

An adult does not create a sexually charged atmosphere.

3.

“Our coach doesn’t leave the locker room even when we start changing our clothes.”

The situation description shows the need for a joint discussion between the coaches, the athletes and the club, as well as the parents as to proper conduct and behaviour of the coaches, in facilities used by athletes.

It is recommended: An adult behaves tactfully and respectfully towards athletes and the facilities frequented by them, such as changing rooms.

4.

“There is a guy in our club who sneaks into our practice when we exercise, always making it look unintentionally. In our sport we have very close physical contact, so it might be difficult for an outsider to determine when necessary physical contact and giving support or correcting technique becomes unwanted touching. I know when physical contact is part of the technique and when it is unwanted touching. A few teammates know about this issue but no one wants to shout it from the rooftops. How can we bring this issue up without being branded a bore or stiff.”

The situation description shows the need for recommendations for the prevention of harassment in exercise and sport, determining the borders for proper conduct and harassment.

It is important to provide concrete examples of possible situations which illustrate when relevant and necessary physical contact turns into inappropriate contact.

It is recommended: An adult shall not touch an athlete in ways which could be interpreted as sexual or erotic in nature, such as intentionally touching the genitals, buttocks or breasts.

Information should also be available on how a person involved in the situation can bring up the harassment issue, either directly with the perpetrator or anonymously through a selected contact person.

Source:

Finnish Olympic Committee

<https://www.olympiakomitea.fi/uploads/2019/10/64dcb932-lupa-valittaa-lupa-puuttua.pdf>

If an athlete/athletes feel that they are not able to talk about inappropriate experiences to an adult within their club or organisation, a first step would be to talk to a trusted friend and/or team-mate. Peer support in this case is invaluable and together the athletes will find the strength to openly start talking about the situation within their club or anonymously make a complaint to the club/association or a reporting platform (if such exists).

3.2 Spectators, officials and players

Case examples from competition environment:

1.

“A group of fans starts making monkey noises and throws bananas towards the pitch when a black player from the opposing team has the ball and moves towards the goal with it in an attempt of scoring a goal. They carry on with shouting ‘monkey’ and ‘gorilla’ whenever the player has the ball”

This situation description depicts a racial discrimination towards a member of an ethnic minority. It aims at implying that the target is inferior. It further shows the need for recommendations and guidelines on prevention and intervention for such behaviour within the sporting environment.

2.

“A group of fans intentionally paint their faces black when going to a basketball game to make fun of the opposing teams’ black players.”

The practice of painting one’s face black is intended to caricature black people. Many consider it a harmless practice and it to be fun, but it supports the spreading of racist stereotypes and generalises perceptions about black people.

In order to stop practices like these, it is important to increase the awareness of people on what types of practices are considered inappropriate and abusive and what type of practices are welcome in the sporting environment.

3.

“Individual fans or a group of fans shout derogatory comments such as ‘faggot’, ‘poofter’, ‘the N-word’, ‘dyke’ and ‘gypsy’ during a sporting event towards the athletes and the officials.”

These are all derogatory terms towards black people or gay/gender non-conforming males or lesbian or stereotyping Roma people.

Also, in this case it is important to increase the awareness of people on the meaning of these terms and how there is no place for them in the sporting environment.

Instructions on intervention and reporting of observations on inappropriate and abusive behaviour in the sport environment

The examples above are not limited to fans and supporters showing this kind of derogatory behaviour towards players, coaches, team staff and officials, but the same or similar behaviour can and has been observed to have been perpetrated by coaches and players towards the opposing teams' coaches and players, or officials.

Case examples from training environment:

It might be the case that parents, siblings, or other family members, stakeholders, club officials, or bystanders observe inappropriate behaviours during sports training sessions.

They might observe that a coach touches athletes in inappropriate places such as the chest area, buttocks, or the area between the legs, or that a person is lingering around the locker rooms and shower facilities and tries to catch athletes when they are changing their clothes and are exposed.

Further is it possible for bystanders, observers, coaches and others in the training session to hear inappropriate language and comments directed at the athletes. For example, the words gay and whore are used as insults towards another person in the training session. The observer should approach the perpetrator directly and say that it is not acceptable to use these words as an insult and should also ask the perpetrator if they understand why this is not permissible. The observer should further clarify that the training environment should be such that everyone likes to be there. Comments about sexuality can offend not only the person it is targeted at but also others present.

If sexual harassment is witnessed, it is the duty of the observer to intervene immediately and say that harassment is not tolerated in training.

4. Raising awareness

How can awareness on inappropriate and abusive behaviour in sport be increased?

There are different ways how awareness can be increased, such as through education of fans, athletes, officials, coaches and stakeholders involved in the sporting environment on what is accepted and not accepted behaviour. This can be done through campaigns during games and sporting events, posters, leaflets and online education courses.

Clubs can educate their members and their entourage on accepted behaviour and how to intervene when inappropriate and abusive behaviour is observed.

Sport clubs and associations need to make sure that children, young persons, and all involved in sports are aware of and know their rights, as well as where they can turn to for help, support and assistance. Club members need to know where they can turn to report observed incidents or if there is a concern that inappropriate events are taking place or have taken place.

Here a list of workshop and online education providers and additional information around prevention of inappropriate behaviour, harassment and abuse in sport and other areas of a person's life:

Austria: <https://www.fairplay.or.at/projekte/fairplay-online-learning>

Germany:

https://www.antidiskriminierungsstelle.de/DE/ueber-diskriminierung/lebensbereiche/bildungsbereiche/schule/hinweise_und_kontaktmoeglichkeiten/Ansprechpartner_innen_neu_2020.html;jsessionid=5FA442AB2B8CA9DA33904CA61D58FA43.intranet232?nn=304718#Anker%204

Finland: <https://context.training/tms/vaestoliitto/prevention/> You are not alone-online education

France:

Greece:

Italy:

- materials were produced by the project Change the Game:
<https://www.changethegame.it/wp-content/uploads/2020/06/Manuale-Informativo-digitale-Educare-alla-consapevolezza-contro-gli-abusi-sessuali-nello-sport.pdf>
- In 2021 UNAR - National Office against Racial Discrimination of the Presidency of the Council of Ministers , with the National Sports Federations and relevant stakeholders of Sport (ASSIST is also involved) launched the National Observatory against Discrimination in Sport, with specific attention to minors. For updates on its activity and more information:
<https://www.unar.it/portale/-/l-osservatorio-nazionale-contro-le-discriminazioni-nello-sport-incontra-le-federazioni-sportive>
- Our project's partner ASSIST - Associazione Nazionale Athlete - together with the NGO Differenza Donna launched the initiative SAVE Sport Abuse and Violence Elimination, that also collects reports and cases, providing concrete and free assistance to those who suffer harassment and abuse. For contact and more information: <https://www.assistitaly.eu/save/>

Netherlands:

Serbia:

Switzerland: <https://www.gggfon.ch/kurse-referate/>

5. Prevention of inappropriate behaviour within the sport environment

It is the duty of everyone involved within the sports to create a safe and abusive free training environment for all athletes, participants, coaches, officials, fans, bystanders, observers, family members and entourage.

It all starts with strong leadership which takes every sign of inappropriate behaviour, abuse, harassment and violence seriously, goes to the bottom of each case and takes measures to prevent re-occurrence.

Regular anonymous surveys to all club members are a good way of finding out if any inappropriate behaviours, abuse, harassment or violence has occurred or is occurring.

Coaches and club staff should be regularly trained on how to create a safe training environment.

Parents should be informed on the clubs and associations procedures on prevention of inappropriate behaviours.

Each club should name a contact person who can be reached in case of observation of inappropriate behaviour or if someone has experienced inappropriate behaviour. Furthermore, the club as well as the association should have a tool in place where an anonymous report can be filed, because of the sensitivity of the issue victims might, especially at the beginning, not be willing to be connected to the report with their name.

It is also advised that clubs and associations have an operation protocol in place in case inappropriate behaviour is reported, so that everyone involved knows how to proceed in such an event.

Each club should have club rules, which state in an unambiguous way, codes of conduct and behaviour, rules and regulations on conduct around athletes, other club staff and officials, as well as procedures in case of inappropriate behaviours.

It is further advised that clubs check the criminal records of all staff and volunteers and that club staff goes through a rigorous interview process which includes the advocate named in the application papers.

Parents, fans, and staff should check whether clubs have a specific protocol and a responsible person they can contact in case of inappropriate behaviour within their sports club.

If this is not the case, it is necessary to demand vehemently that all this be taken seriously and accurately and that all the necessary tools for monitoring and intervention in case of inappropriate behaviour be created and communicated to families, fans, and staff.

6. How to intervene when observing inappropriate behaviour, racism, abuse, and harassment

It is of utmost importance that anyone who observes inappropriate behaviour intervenes immediately when noticing any type of harassment. This way the healthy development of every person's self-image is supported.

Intervention is necessary when observing inappropriate, abuse, violent or harassing behaviour in the training or competition environment. This includes inappropriate behaviour conducted by athletes, coaches, officials, fans, bystanders and others present.

When observing such behaviours, go in-between and tell the perpetrator to stop the inappropriate behaviour. Take care of the victim by leading them away from the scene and assuring them that they have not done anything wrong and that it is not their fault that they were the victims of abuse.

It might be necessary to gather a few people together for the intervention, especially if there is more than one perpetrator.

If a person in power abuses their position and uses it to gain sexual favours especially from a minor, the minor has to be protected the incident needs to be reported.

It is advised to calmly talk to the minor and explain the next steps in the process. Assure them that they have not done anything wrong but that it is the duty of the observer reporting the incident to take down all the necessary information around the incident and then inform the club or association of the case for further processing.

In chapter 7 information on reporting of inappropriate behaviour, abuse, harassment and violence is given.

Passive attitudes, standing on the side-lines, denial, or silence give the victim the impression that sexual harassment, abuse, inappropriate behaviour, racism and violence is accepted.

7. How to report

After intervention the next important step is to report the observed incident to the club and/or association/federation so that necessary can be taken to resolve the issue and deal accordingly and appropriately with the perpetrator(s).

The report should portray the incident in as much detail as is possible, using the victims' words and describing the incident from their perspective. If the victim wishes, the report can leave their name out (anonymous) for as long as they wish, in order to protect them.

Some clubs and federations/associations or other national institutions might already have a reporting tool for inappropriate behaviour, abuse, harassment and violence in place.

Information on how to create a reporting tool for a club or an association can be found from IO8.

Examples of reporting tools from partners in the Fair Coaching project:

Finland:

- Whistleblower reporting tool, Football Association of Finland
<https://www.palloliitto.fi/harrastaminen/turvallinen-harrastaminen/whistleblower>
- You are not alone/Et ole yksin chat, message service and telephone number
<https://www.etoleyksin.fi/haluatko-jutella/>
- ILMO reporting tool, SUEK (FINCIS Finnish Center for Integrity in Sports)
<https://ilmo.suek.fi/#!/>

Italy:

- SAVE Sport Abuse and Violence Elimination: <https://www.assistitaly.eu/save/>

8. Processing the report and next steps

Once a report has been filed the club or the place the incident was reported to will need to act upon the report and start an investigation.

The club can communicate that a coach has been removed from duty for the duration of the investigation because of a breach of club rules or an occurrence of misconduct. It is the club's and/or associations/federations responsibility to decide on the disciplinary steps taken.

At this point no mention is made of a suspected crime but that an investigation is taking place. The police are the correct authority to investigate if a criminal act was conducted.

In order for the investigation to proceed smoothly it is suggested that the club and the police communicate in order to prevent interference.

9. Additional literature

We refer to the 'Global guide to discriminatory practices in football' by Fare for an even broader list of examples on country-specific inappropriate and abusive practices within football. The use of these inappropriate and abusive practices is not limited to football but can be observed in every sport around the globe. Hence the examples collected by Fare on football serve as a benchmark and example which can be applied to other sports.

The monitoring discriminatory signs and symbols in European football guide by Fare lists signs and symbols which are forbidden to be displayed openly during football games and other sport events.

Monitoring discriminatory signs and symbols in European football (fare network:

https://www.farenet.org/wp-content/uploads/2016/10/Signs-and-Symbols-guide-for-European-football_2016-2.pdf)

Global guide to discriminatory practices in football (fare network:

https://farenet.org/wp-content/uploads/2018/06/Global-guide-to-discriminatory-practices-in-football_2018_v5.pdf)

10. References

Fare network: Global guide to discriminatory practices in football;

https://farenet.org/wp-content/uploads/2018/06/Global-guide-to-discriminatory-practices-in-football_2018_v5.pdf

Fare network: Monitoring discriminatory signs and symbols in European football:

https://www.farenet.org/wp-content/uploads/2016/10/Signs-and-Symbols-guide-for-European-football_2016-2.pdf

ILMO reporting tool, SUEK (FINCIS Finnish Center for Integrity in Sports) <https://ilmo.suek.fi/#/>

Whistleblower reporting tool, Football Association of Finland

<https://www.palloliitto.fi/harrastaminen/turvallinen-harrastaminen/whistleblower>

You are not alone/Et ole yksin chat, message service and telephone number

<https://www.etoleyksin.fi/haluatko-jutella/>

OUTSPORT project:

<https://www.out-sport.eu/wp-content/uploads/2019/11/OUTSPORT-TOOLKIT-EDUCATION-THROUGH-SPORT.pdf>

SAVE Sport Abuse and Violence Elimination: <https://www.assistitaly.eu/save/>

Women's Sport Foundation:

https://www.womenssportsfoundation.org/wp-content/uploads/2016/08/addressing-the-issue-of-verbal-physical-and-psychological-abuse-of-athletes-the-foundation-position_final.pdf

Change the Game project:

<https://www.changethegame.it/wp-content/uploads/2020/06/Manuale-Informativo-digitale-Educazione-alla-consapevolezza-contro-gli-abusi-sessuali-nello-sport.pdf>

UNAR - National Office against Racial Discrimination of the Presidency of the Council of Ministers:

<https://www.unar.it/portale/-/l-osservatorio-nazionale-contro-le-discriminazioni-nello-sport-incontro-le-federazioni-sportive>

UK Government:

https://www.uk-sport.gov.uk/~/_media/files/resources/eating_disorders_in_sport.pdf