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IOC FRAMEWORK FOR SAFEGUARDING ATHLETES AND OTHER PARTICIPANTS FROM HARRASSMENT AND ABUSE IN SPORT (GAMES TIME PERIOD)

(HEREINAFTER THE “FRAMEWORK”)

1. PREAMBLE

This Framework, which shall serve as a pilot at the Olympic Games Rio de Janeiro 2016 - Games of the XXXI Olympiad (the “2016 Rio Games”), has been established by the Athletes’, the Athletes’ Entourage and the Medical and Scientific Commissions of the International Olympic Committee (the “IOC”). This Framework is pursuant to Olympic Agenda 2020, Recommendation 18: Strengthen support to athletes, and the 2015 7th IOC International Athletes Forum, Recommendation 2d: Development of education materials on all issues of athlete welfare, including non-discrimination, prevention of harassment and abuse in sport.

This Framework is supported by Article 1.4 of the IOC Code of Ethics which states:

“Respect for the universal fundamental ethical principles is the foundation of Olympism...These include...Respect for international conventions on protecting human rights insofar as they apply to the Olympic Games’ activities and which ensure in particular...rejection of all forms of harassment, be it physical, professional or sexual, and any physical or mental injuries.”

2. OBJECTIVE

This Framework is intended to help safeguard Athletes and other Participants from harassment and abuse in sport during the Games Time Period.

3. SCOPE OF APPLICATION

3.1 This Framework applies:

- i. To all Participants of the 2016 Rio Games;
- ii. Specifically for the Games Time Period of the 2016 Rio Games;
- iii. To alleged incidents of harassment and abuse.

3.2 For the purposes of this Framework:

- i. “Participants” shall mean all those listed under Rule 59.2 of the Olympic Charter, namely, individual competitors (Athletes) and teams, officials, managers and other members of any delegation, referees and jury members and all other accredited persons;
- ii. The “Games Time Period” shall mean the time between the opening and closing of the Olympic Village in Rio de Janeiro;
- iii. “Harassment” as stated in Article 1.4 of the IOC Code of Ethics or “harassment and abuse” shall mean, without limitation, physical abuse, psychological abuse, sexual abuse, including unwanted, groomed or forced involvement in sexual behaviour, from use of offensive stereotypes based on gender, to sexual jokes, threats, intimidation, approaches or actions of a sexual nature.

4. PREVENTIVE MEASURES

IOC educational materials and other information regarding harassment and abuse in sport will be available to Athletes and other Participants including their respective entourages prior to, during and after the Games Time Period, in particular explaining what may constitute harassment and abuse, and where Athletes and other Participants and their respective entourages may seek further information, advice and support.

5. THE IOC WELFARE OFFICER

An IOC Welfare Officer, who will be present at the Olympic Village throughout the Games Time Period, will be responsible for following-up on all alleged incidents of harassment and abuse. Specifically, the IOC Welfare Officer shall be responsible for:

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- i. Documenting all reports of harassment and abuse during the Games Time Period;
- ii. Determining whether an investigation is warranted
- iii. Recommending, after such investigation, whether a case should be submitted to an IOC disciplinary procedure, and/or to the local authorities as the case may be;
- iv. Providing support to any concerned persons.

6. REPORTING AND PROCEDURE FOR ADDRESSING INCIDENTS OF HARASSMENT AND ABUSE

6.1 Reporting

6.1.1 Anyone may report an incident of harassment and abuse.

6.1.2 A number of reporting channels through which an alleged incident of harassment and abuse may be reported will be communicated through an information sheet regarding harassment and abuse in sport (the "Information Sheet") and the Olympic Athlete's Hub. Such reporting channels include, in particular:

- i. The Polyclinic, located inside the Olympic Village;
- ii. The IOC Integrity and Compliance Hotline;
- iii. The prevention of harassment and abuse section of the Olympic Athletes' Hub, and
- iv. The IOC Space, located inside the Olympic Village.

6.1.3 Designated persons to whom an alleged incident of harassment and abuse may be reported will be additionally communicated through the Information Sheet and the Olympic Athlete's Hub. Such persons include, in particular:

- i. The IOC Welfare Officer;
- ii. The IOC Athletes' Commission members;
- iv. The Polyclinic staff and
- v. The IOC staff working at the IOC Space.

6.1.4 All reports through any reporting channel will be referred to the IOC Welfare Officer.

6.1.5 Reports of harassment and abuse may be made in writing or verbally. The IOC Welfare Officer shall ensure that such reports are documented. This documentation should include the name, title, address, contact information and signature of the reporting person. The documentation should also include information pertaining to the reasons and basis for the report, including any evidence which might suggest that harassment and abuse has occurred. Based on the particular facts as detailed in the reports, the IOC Welfare Officer will determine how to proceed with each case.

6.2 Procedure

6.2.1 If an alleged incident of harassment or abuse has occurred between persons belonging to the same International Federation ("IF") or National Olympic Committee ("NOC"), the incident shall be resolved by such IF or NOC, provided that it has an appropriate procedure for safeguarding Athletes/Participants.

6.2.2 In all other cases, including in the event that: (i) an alleged incident of harassment or abuse has occurred between persons belonging to other organisations or to different organisations, (ii) an IF or NOC, which has an appropriate procedure for safeguarding Athletes/Participants, does not, in the opinion of the IOC, safeguard such Athlete/Participant (e.g. by taking any disciplinary action) or (iii) does not have an appropriate procedure for safeguarding Athletes/Participants, the IOC shall take action within its own competence to safeguard the concerned Athlete/Participant, including taking any disciplinary action, if necessary.

7. DISCIPLINARY PROCEDURE

Any alleged incident of harassment and abuse during the Games Time Period which may constitute a breach of Article 1.4 of the IOC Code of Ethics, may give rise to the IOC initiating disciplinary proceedings pursuant to the *Disciplinary Procedure with respect to violations of the Olympic Charter upon the occasion of the Games of the XXXI Olympiad in Rio, 2016, other than anti-doping rule violations and betting rule violations*.

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8. CONFIDENTIALITY

8.1 All matters pertaining to an alleged incident of harassment and abuse shall be regarded as confidential.

8.2 The IOC Welfare Officer shall obtain the consent of the victim of an alleged incident of harassment and abuse before disclosing to persons external to the IOC any personal information of such victim, except where disclosure is necessary to protect others from harm.

8.3 In particular, in order to help protect the privacy of the concerned persons, reports of harassment and abuse, information gathered during investigations, results of investigations and decisions regarding a case (or potential case) of harassment and abuse, shall be kept confidential and not released or made public by the IOC.

8.4 Notwithstanding Sections 8.1 to 8.3, the IOC may disclose confidential information to appropriate persons or authorities, regardless of whether the victim of an alleged incident of harassment and abuse has given consent, specifically where a failure to disclose information may cause harm to someone else.

9. SWISS LAW

In addition to this Framework, all the rules related to disciplinary actions as provided by the Swiss law related to Swiss associations (Article 60 of the Swiss Civil Code) are applicable.