

International
Olympic
Committee

QUARTERLY WEBINARS ON GOOD GOVERNANCE

FOCUS ON ORGANISATIONAL INTEGRITY

19/06/2024

WELCOME!



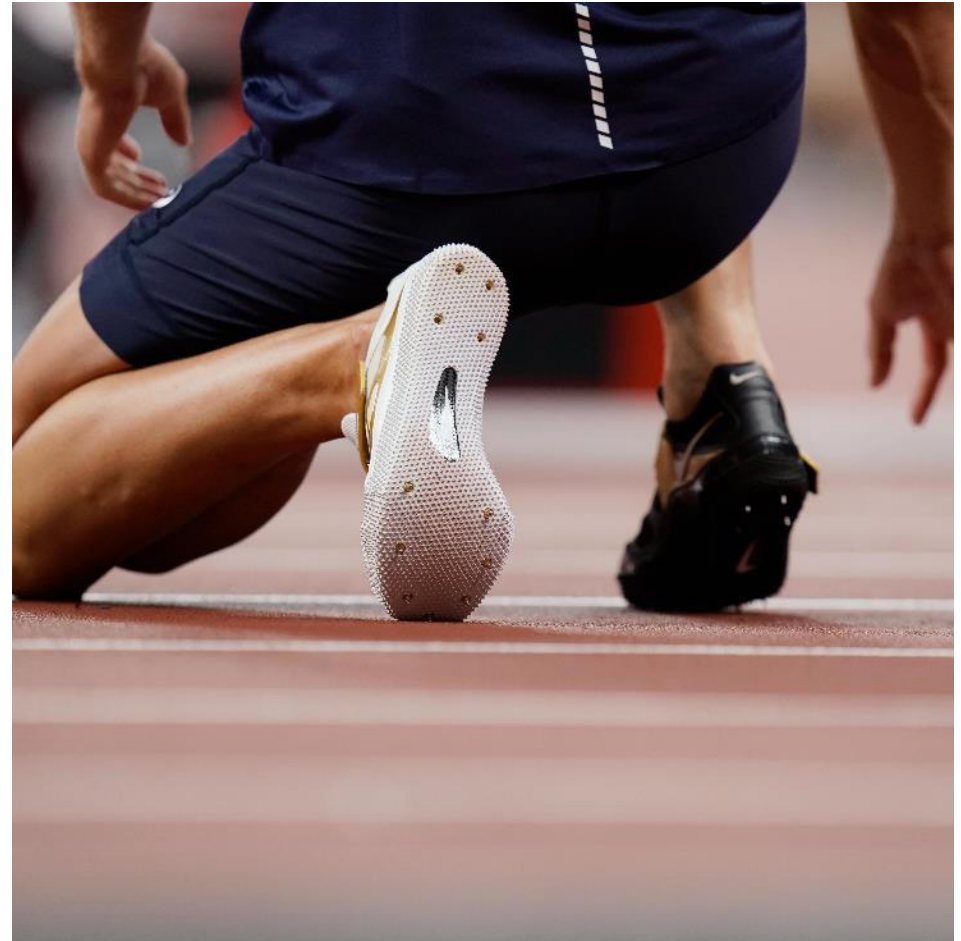
PANATHLON INTERNATIONAL
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WEBINAR STRUCTURE



- **Webinar objectives**
- **BUPGG – Main upgrades**
- **IPACS Overview**
- **Understanding Good Governance**
 - Organisational Integrity
- **Conclusions and takeaways**



AGENDA 2020+5 RECOMMENDATION 14



OLYMPIC AGENDA 2020+5 15 RECOMMENDATIONS

Strengthen the Olympic Movement through good governance (*Extract*)

- Make compliance with the “Basic Universal Principles of Good Governance” conditional for recognition and inclusion in the Olympic Programme and granting of patronage
- Urge the Olympic IFs and NOCs to be transparent in their budget and accounts concerning the direct and indirect support for athletes, sports development and Olympic Values
- Strengthen the involvement of Olympic Movement stakeholders in the International Partnership Against Corruption in Sport (IPACS) to increase the effectiveness of anti-corruption measures



Institutional governance

- Accountability
- Voting & election process
- Transparency



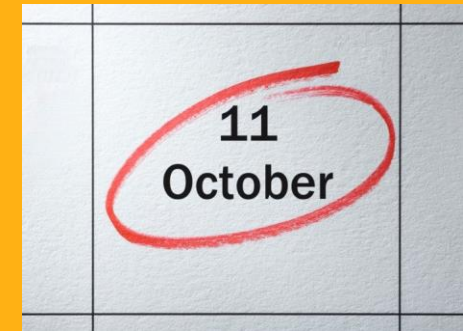
Financial governance

- Financial control
- Internal control / risk management
- Audit



- IPACS was created in 2017 with mission to develop practical solutions to combat corruption in sport.
- Approach: pragmatic tools, cooperation, inclusiveness.
- Structure: Steering Committee, Annual General Conference, Support Office
- Areas of expertise
 - Procurement of infrastructure and services in major sports events
 - Conflict of interest management and integrity of awarding of major sporting events
 - Good governance and anti-corruption standards
 - Enhancement of cooperation between sport organisations, criminal justice and law enforcement authorities

**Next Annual General
Conference
(virtual format)**



Official website: www.ipacs.sport



50 RECOMMENDATIONS OF IPACS



A TRANSPARENCY

- A1** – The organisation makes public its Statutes, rules and regulations.
- A2** – The organisation makes public an explanation of its organisational structure including staff, officials, committee structures and other relevant decision-making groups.
- A3** – The organisation makes public its vision, mission, values and strategic objectives.
- A4** – The organisation makes public a list of all its member organisations, with appropriate information for each.
- A5** – The organisation makes public details of officials on its governing body with biographical information.
- A6** – The organisation makes public an annual activity report, including institutional information, and main events reports.
- A7** – The organisation makes public annual financial reports following external audit.
- A8** – The organisation makes public the allowances and financial benefits of officials on its governing body, commissions and senior executives.
- A9** – The organisation makes public the agenda of its General Assembly with relevant documents (before) and minutes (after) with procedure for members to add items to agenda.
- A10** – The organisation makes public a summary of reports/decisions taken during meetings of governing body and commissions, as well as all other important decisions of the organisation.

B INTEGRITY

- B1** – The organisation recognises the IOC Code of Ethics and/or has its own Code of Ethics with designated responsibility for ensuring implementation.
- B2** – The organisation has anti-doping rules which comply with the World Anti-Doping Code and designated responsibility for ensuring implementation.
- B3** – The organisation complies with the Olympic Movement Code on the Prevention of the Manipulation of Competitions (and/or national regulations where applicable).
- B4** – The organisation has confidential reporting mechanisms, including for “whistle-blowers” with a protection scheme for individuals coming forward.
- B5** – The organisation provides for appropriate investigation of incidents affecting sports integrity.
- B6** – The organisation makes public all decisions regarding breaches of rules or codes including sanctions, as well as pending cases where permitted.
- B7** – The organisation has programmes in place regarding safeguarding all persons in, or dealing with the organisation, from harassment and abuse.
- B8** – The organisation is compliant with applicable laws regarding data protection and takes measures to ensure IT security.
- B9** – The governing body of the organisation has committed to a policy of zero tolerance for unethical behaviour.
- B10** – The organisation has adopted an anti-corruption Code of Conduct or policy.

C DEMOCRACY

- C1** – The organisation elects the President and a majority of members of the governing body.
- C2** – The organisation has rules on campaigning to ensure election candidates can campaign on a balanced footing including opportunity for candidates to present their vision/programmes.
- C3** – Election process takes place with secret ballot under a clear procedure/ regulation and independent supervision.
- C4** – The organisation makes public all open positions for elections and non-staff appointments, including the process for candidates and full details of the roles, job descriptions, required skills and experience, application deadlines and assessment.
- C5** – The organisation has established and makes public eligibility rules for candidates for election/appointment together with due diligence assessment.
- C6** – The organisation has term limits for elected officials.
- C7** – The organisation provides for the representation of all key stakeholders (including “active” athletes as defined in the Olympic Charter) in its committee structures and other relevant decision-making groups.
- C8** – The organisation has conflict-of-interest rules identifying actual, potential and perceived conflicts, with exclusion of members with an actual conflict from decision-making.
- C9** – The organisation has a programme for promoting gender equality and diversity in and through sports.
- C10** – The organisation has programmes designed to ensure that the members function in accordance with all Codes of Ethics recognised by the organisation.

D DEVELOPMENT & SOLIDARITY

- D1** – The organisation has a programme in place to determine transparent allocation of resources in declared development objectives.
- D2** – Information is published on financial redistribution activity for main stakeholders, including figures.
- D3** – The organisation has established a monitoring / audit process for the use of distributed funds for development purposes.
- D4** – The organisation respects principles of sustainable development, in particular regard for the environment.
- D5** – The organisation has social responsibility and participation programmes targeting disadvantaged areas.
- D6** – The organisation has education programmes (see also D7 on integrity) and provides assistance to coaches, judges, referees, athletes and others as appropriate.
- D7** – The organisation has put in place integrity awareness/education programmes.
- D8** – The organisation has legacy programmes to assist communities in which events are hosted.
- D9** – The organisation has anti-discrimination rules.
- D10** – The organisation dedicates appropriate resources to inclusive sport, including disciplines for those with a disability.

E CHECKS & BALANCES / CONTROL MECHANISMS

- E1** – The organisation has established an ethics committee with independent representation.
- E2** – The organisation has an audit committee that is independent from its governing body.
- E3** – The organisation has control mechanisms and external financial audit including some anti-corruption specific measures.
- E4** – The organisation conducts risk assessment including corruption-related risks.
- E5** – The organisation has adopted rules which comply with competition law / anti-trust legislation in eligibility of athletes and sanctioning of events.
- E6** – The organisation observes open tenders for major commercial and procurement contracts (other than event bidding).
- E7** – Decisions can be challenged through internal appeal mechanisms with final recourse to an appropriate independent body ensuring the right to a fair trial.
- E8** – The organisation exercises due diligence and effective risk management in bidding requirements, presentation, assessment and allocation of main events.
- E9** – Awarding of main events follows an open and transparent process.
- E10** – The organisation has procedures for assessing third parties (protection against external risks), such as clients, service providers, intermediaries, subcontractors, etc.

INTEGRITY



What is Integrity?

Recognition or design of integrity-related codes:

- Code of Ethics
- World Anti-Doping Code
- Olympic Movement Code on the Prevention of the Manipulation of Competitions
- Internal anti-corruption Code of Conduct or policy

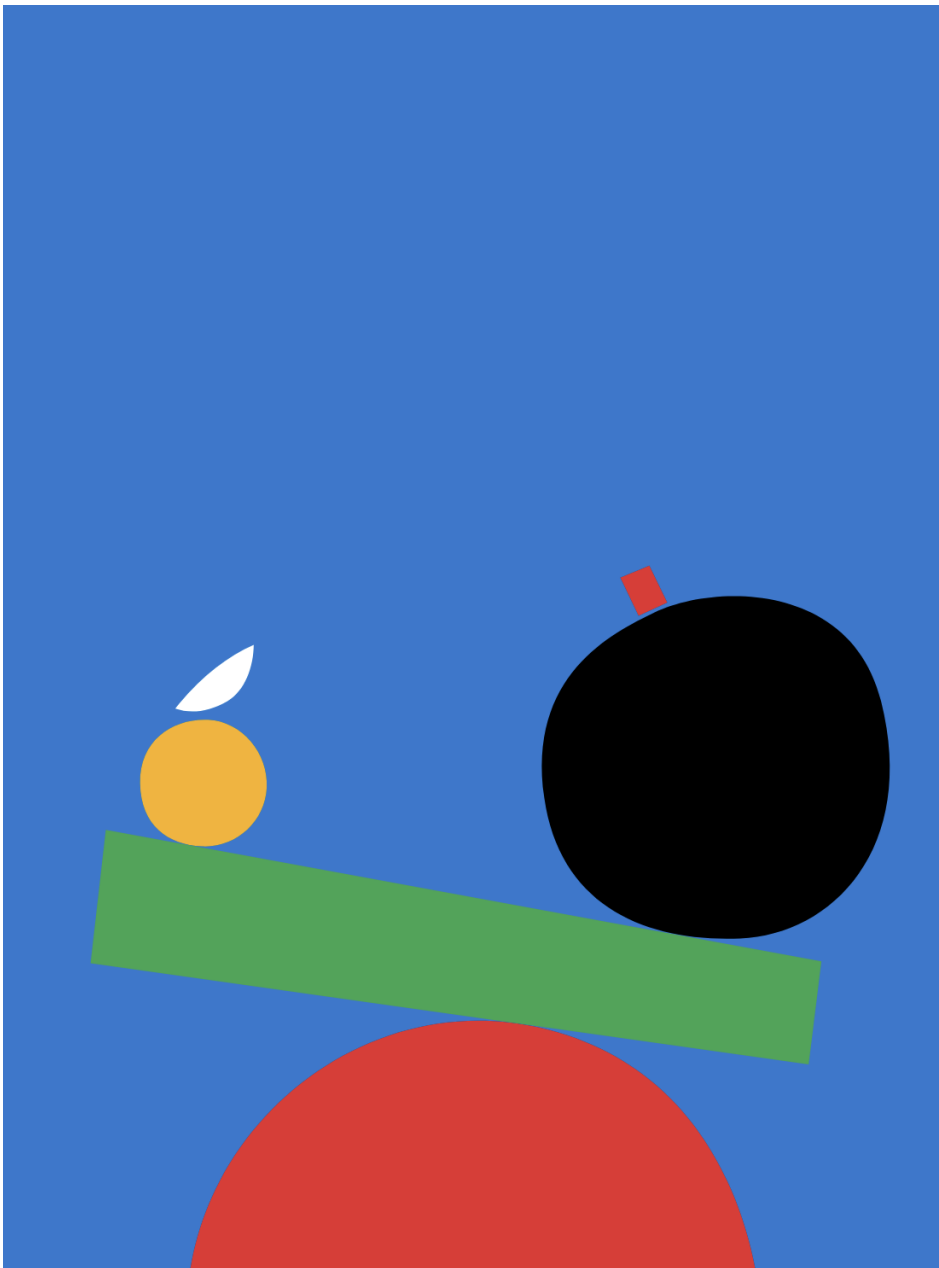
Definition of Roles and Responsibilities for the implementation of internal regulations

Definition of reporting mechanisms for whistleblowers

Definition of investigation procedures and disciplinary actions for wrongdoing

Programmes for safeguarding of people

Respect of data protection laws / IT Security





LET'S HEAR FROM YOU!



B1: The organisation recognises the IOC Code of Ethics and/or has its own Code of Ethics with designated responsibility for ensuring implementation

1. Early stage

The organisation has developed and adopted a Code of Ethics covering key topics and relevant procedures, which is published and clearly endorsed by senior management.

Alternatively, the organisation officially recognises the IOC Code of Ethics, for example in its Statutes or prominently on its website.

2. Developing

Senior management either has designated responsibility for oversight and implementation of the Code, or an individual who reports directly to senior management.

The organisation dedicates adequate resources for detecting possible breaches of the Code and investigating.

The investigation process is handled independently.

3. Advanced

The organisation carries out regular educational work with stakeholders about the Code, at least annually.



Share your experience



LET'S HEAR FROM YOU!



B5: The organisation provides for appropriate investigation of incidents affecting sports integrity

1. Early stage

The organisation makes reference in its rules to the procedure for investigations (e.g. an ad hoc person or panel is designated to conduct the investigation within specific parameters).

The organisation co-operates with public authorities when there is suspicion of a criminal offence.

2. Developing

The organisation has a defined process and appropriate resources for investigating threats to sports integrity, such as a designated individual or commission with sufficient expertise.

The investigation process is handled independently.

The rules allow for victims to seek remedy.

The overall approach is shaped by an assessment of risk and legal obligations.

3. Advanced

The organisation has a state-of-the-art intelligence-gathering and investigation process, which includes the use of external services where applicable.

The organisation can show evidence of implementation of the procedures.

The organisation monitors the effectiveness of its procedures and improves them according to lessons learned through practical implementation.

The organisation publishes details of cases/ investigations, protecting personal data in accordance with applicable standards, working with public authorities where necessary.



Share your experience 9

QUESTIONS?



PRACTICAL EXAMPLES FROM SPORT



Sophie Bordet

Integrity Committee Chairman, Executive
Committee Member

International School Sport Federation



Tamara Benavides Díaz

Legal Consultant

International Ski Mountaineering Federation



2020

- Creation by ISF GA of the **Integrity Committee** apart from Legal & Ethic Committee

2021

- Gymnasiade U15 Serbia: 1st **workshops** for kids on Safe Sport

2022

- Gymnasiade U18 France: Case of Sexual assault + Case of Sexual harrassment

2023

- **IOC Certification Safeguarding Officer**
- **ISF GA : Adoption of the Safe Sport Event Policy with internal reporting mechanims**
- Development of workshops for kids, coach & Head of delegations on **Safe Sport** and **Clean Sport**
- WSC Football Morocco: 2 cases of sexual harassment/inappropriate sexual behaviors
- Gymnasiade U15 Rio: Case of Sexual assault + case of suspicion of sexual abuse + internal case of ISF officials
- **Presentation by Legal & Ethic Committee President of the 1st ISF Code of Conduct**

2024

- Transfer of ISF from Belgium to Switzerland
- WSC Volleyball Serbia: case of sexual harassment/inappropriate sexual behaviors



SCENARIO



Your organisation is considering to start a safeguarding programme for athletes and for the staff working at your administration.

? What key elements should this programme include?

Please send your answers in the chat



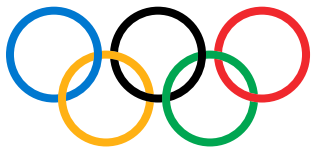
IOC EXAMPLE ON SAFEGUARDING



Catia Giannotta

IOC Safe Sport Unit Project Manager
Medical and Scientific Department





International
Olympic
Committee

SAFEGUARDING POLICIES

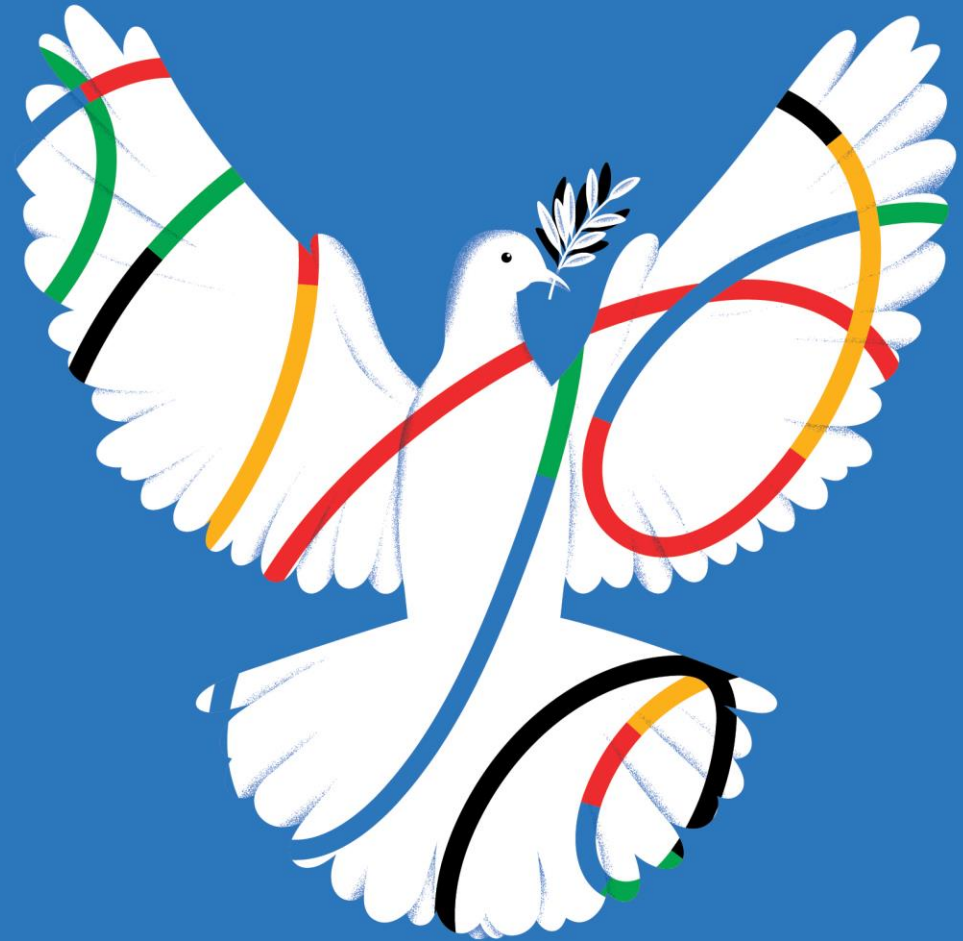
Catia Giannotta
Safe Sport Unit
19 June 2024



**POLICIES IN THEMSELVES DO NOT
PROTECT PARTICIPANTS ...**



... PEOPLE DO



POLICIES AND PROCEDURES ...



1 PROVIDE A ROADMAP ...

for day-to-day operations and a framework that will enable you to take action when concerns arise

2 ENSURE COMPLIANCE ...

with laws and regulations and a link to disciplinary procedures

3 GIVE CLEAR GUIDELINES ...

that allow for informed decision-making

4 STREAMLINE INTERNAL PROCESSES



PROPOSED ACTIONS

- Don't wait to start developing policy and procedures until you are in a crisis situation
- Develop in consultation with your stakeholders
- Work together – no need to reinvent the wheel
- Map what is publicly available in your country
- Map what you already have in place in your organisation and work on filling gaps
- Make sure your Policy and Procedures are clear
- Make sure people know them and are aware of their requirement to comply with them
- Link them to other procedures in place in the organisation (recruitment, discipline, codes of conduct and ethics ...)
- Monitor and ensure compliance
- Monitor effectiveness and update periodically as needed

POLICY DEVELOPMENT



IOC Safeguarding Toolkit

For: IFs, NOCs, NPCs and NF, clubs, athletes and entourage



IOC Mental Health In Elite Athletes Toolkit

For: IFs, NOCs, NPCs and NF, clubs, athletes and entourage



IOC Safe Sport Web Page

For: All

Safeguarding policy and related procedures development checklist (see attached)

Sections	Short description			
Roles	Safeguarding is everyone's responsibility in sport and this needs to be clearly defined in the policy. NOCs shall start their safeguarding journey by creating and/or identifying those with a proactive safeguarding role. Include a clear TOR for a safeguarding lead/officer/focal point			
Policy Statement	Include a clear statement about the organisation's commitment to keeping everybody safe from harassment and abuse and why safeguarding is important in the context of sport.			
Definitions	Definitions are important because they set out the basis for developing a safeguarding policy and underline the principles by which a case may be addressed internally or be referred to a Disciplinary Committee or the relevant authorities. Clear definitions help with understanding, educate people and contributes to raising awareness. All definitions should be consistent with internationally recognised definitions and in line with national legislation, other relevant legislation during IF or NOC vetted events, and other regulatory obligations where applicable.			
Scope of application	The safeguarding policy and related procedures should apply to all persons affiliated with the IF and NOC (including athletes).			
Applicable law	Clarify the applicable legal framework(s) at national or international levels, government guidance and principles that underpin your policy, as well as the instances in which different legal frameworks may apply (i.e., during international competitions).			
Competition safeguarding	Include a chapter to address competition safeguarding or develop and implement a separate Competition Safeguarding Policy. Include all safeguarding measures and procedures applying specifically to competitions.			
Safer recruitment	A safer recruitment procedure should be developed and implemented to prevent access of unsuitable persons to positions of responsibility over athletes (especially children) and other groups of vulnerable people. Where relevant legislation allows, these procedures should include criminal and background checks. A self-declaration statement where the person applying to the position declares not having been convicted or			



B7 THE ORGANISATION HAS PROGRAMMES IN PLACE REGARDING SAFEGUARDING ALL PERSONS IN, OR DEALING WITH THE ORGANISATION, FROM HARASSMENT AND ABUSE

GOOD PRACTICE EXAMPLES

International Federations (from June 2020)

FIE – There is a detailed safeguarding policy in place – see [chapter 13 of statutes](#) and [chapter 14 of administrative rules](#).

FEI – There is a Safeguarding Policy against Harassment and Abuse – see appendix I of the [FEI General Regulations](#). Reporting form published. Also see [article 2.3 of Statutes](#). An external supplier conducts safeguarding training for FEI staff, the legal department and FEI Tribunal.

World Rowing – There is a [safeguarding policy](#) and detailed information on the website. There is an [incident reporting form](#) and a list of event safeguarding officers at events.

Overall standard among International Federations

26 out of 31 ASOIF members had a safeguarding policy in place or linked to the IOC Guidelines, with the remaining 5 IFs in the process of developing a policy.

National Olympic Committees

Brazilian Olympic Committee – [Preventive course and education activity](#).

Swiss Olympic – [Guidance document on reducing risks of abuse](#).

South African Sports Confederation and Olympic Committee (SASCOC) – [Safeguarding Policy](#).

National Federations

Centre for Ethics in Sport, Flanders, Belgium – [Guidance on risk of abuse](#).



THE IOC SAFE SPORT UNIT



CATIA GIANNOTTA
Project Manager



GLORIA VISERAS
Senior Project Manager



KIRSTY BURROWS
Head of Safe Sport



SCOTT SLOAN
Project Manager



TINE VERTOMMEN
Research & Academia



CARRIE RAUKAR-HERMAN
Monitoring & Tracking



THEO GMUR
Safe Sport Intern

#SafeSport4all

KEY TAKEAWAYS



CONCLUSIONS AND TAKEAWAYS



Integrity

Identifying and understanding the risks of wrongdoing and having the procedures in place to mitigate, investigate and sanction, while protecting whistleblowers and victims

Good governance is an opportunity to cement credibility!

You have a role to play towards your organisation and your members.

TOOLS AND SUPPORT



Don't forget your tools



French & Spanish versions available!



We're here to help

Camila Tort
camila.tort@olympic.org

Konstantina Orologopoulou
konstantina.oroologopoulou@olympic.org

Next webinar:

Wednesday, 25 September 2024

14:00 CET

Focus on **Democracy**



IPACS Annual General Conference:

Friday, 11 October 2024

12:00 CET



THANK YOU

