

GUIDELINES TO PREVENT **SEXUAL HARASSMENT AND ABUSE IN SPORTS**

(Adopted by the Executive Board of the Norwegian Olympic and Paralympic Committee and Confederation of Sports (NIF) in 2010) Sexual abuse and sexual harassment are completely incompatible with the intrinsic values of sports.

Within Norwegian sports there is *Zero tolerance* for discrimination and harassment irrespective of gender, ethnic background, religious faith, sexual orientation and disability. It is an important goal *to develop tolerance and understanding and to establish recognition* of people's equality in order to avoid discrimination, harassment and bullying. Everyone within sports should seek *to establish secure settings and a secure atmosphere* for children, youth and adults alike.

Adults must *respect* the athlete's personal space and *never overstep* the limits for acceptable behaviour. By sexual harassment we mean *unwelcome sexual attention that is offensive to the object of such attention*.

By sexual abuse we mean *to trick or coerce a person into a sexual relationship the person does not want, or is not sufficiently mature to consent to*.

The following guidelines apply within all Norwegian sports:

1. Treat everyone with respect, and refrain from all forms of communication, action or behaviour that may be perceived as offensive.
2. Avoid body contact that may be perceived as unwanted.
3. Avoid all types of verbal intimacy that may be perceived as sexually charged.

4. Avoid expressions, jokes and opinions that relate to the athlete's gender or sexual orientation in a negative way.
5. Seek to have both sexes represented in the support network.
6. Avoid contact with the athletes in private spaces unless there are several persons present or in agreement with parents/guardians or the sports management.
7. Show respect for the athlete's, coaches and leader's private life.
8. Avoid dual relationships. If a reciprocal relationship is established, the situation should be raised and clarified openly in the milieu.
9. Do not offer any form of reward with the purpose of demanding or anticipating sexual services in return.
10. Take action and give notice if a breach of these rules is experienced.

The support network (coaches, managers, representatives, functionaries, judges, parents etc.) have the main responsibility for letting these rules be known in the organisation/sports environment, and that they are adhered to.

For more information about background, facts, prevention and follow-up, information on the topics of sexual harassment and sexual abuse within sports reference is made to:
www.idrett.no