



SAFEGUARDING IN SPORTS GUIDE

"Creating a Safe and Inclusive Sports Environment in Zanzibar"





SAFEGUARDING IN IN SPORTS GUIDE

*“Creating a Safe and Inclusive Sports Environment
in Zanzibar”*

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ACRONYMS

CAF	: Confederation of African Football	M&E	: Monitoring and Evaluation
CECAFA	: Council of East and Central Africa Football Associations	MTG	: Moving the Goalposts
CEDAW	: Convention on the Elimination of All Forms of Discrimination Against Women	NGO	: Non-Governmental Organization
CRC	: Convention on the Rights of the Child	NPA-VAWC	: National Plan of Action to End Violence Against Women and Children
CRPD	: Convention on the Rights of Persons with Disabilities	PGCDs	: Police Gender and Children's Desks
CYD	: Center for Youth Dialogue	PTSD	: Post-Traumatic Stress Disorder
DSO	: Designated Safeguarding Officer	SAFA	: South African Football Association
EAC	: East African Community	SFP	: Safeguarding Focal Point
FAs	: Football Associations	STI	: Sexually Transmitted Infection
FBO	: Faith-Based Organizations	TAMWA	: Tanzania Media Women Association
FIFA	: Federation of International Football Associations	UN Women	: United Nations Entity for Gender Equality and the Empowerment of Women
GIZ	: Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH	UNCRC	: United Nations Convention on the Rights of the Child
IOC	: International Olympic Committee	UNESCO	: United Nations Educational, Scientific and Cultural Organization
IPC	: International Paralympic Committee	WLAC	: Women's Legal Aid Centre
KIWOHEDE	: Kiota Women's Health and Development Organization	ZAFELA	: Zanzibar Female Lawyers Association
KPIs	: Key Performance Indicators	ZAPD	: Zanzibar Association for Persons with Disabilities

FOREWORD

Zanzibar's sports sector is at the heart of our cultural and economic growth, offering a platform that unites, inspires, and strengthens our communities. As we move forward, the Zanzibar Sport Policy 2018, under its guiding motto "Sports for All," sets the foundation for an inclusive and equitable sporting environment. This vision is further reinforced by the Inclusive Gender Strategy for Sports 2024/25 – 2028/29, particularly Thematic Area 2: 'Promoting Safeguarding in Sports,' which emphasizes creating a safe space for all participants, especially the children, women, girls, and persons with disabilities.

However, we must acknowledge that without comprehensive safeguarding measures, the full potential of sports to benefit our society will remain untapped. Gender-Based Violence (GBV), abuse, harassment, exploitation and discrimination present significant barriers to participation, particularly for vulnerable groups. The global reality, where 1 in 5 female athletes experience GBV, serves as a reminder that safeguarding is not optional, it is essential.

The guideline is specifically designed to provide clear and actionable steps to protect all individuals involved in sports, ensuring that sports is truly for everyone. It outlines prevention, education, and reporting mechanisms that empower athletes, coaches, and administrators to recognize the signs of abuse, take preventive actions, and prioritize the well-being of every participant. Robust reporting and response systems ensure that incidents of GBV are handled swiftly and effectively, with appropriate support for victims and accountability for offenders.

A core aspect of the guidelines is the emphasis on collaboration. Government agencies, non-governmental organizations, sports organizations, and community leaders must work hand in hand to create a collective force against GBV. Such partnerships will amplify our efforts, embedding safeguarding into every corner of Zanzibar's sports infrastructure and culture.

Ultimately, safeguarding in sports is about more than just preventing harm—it is about unlocking the true potential of sports as a tool for health, unity, and social development. It upholds the integrity of sports, strengthens community bonds, and fosters national pride, all while advancing the broader goals of the Zanzibar Sport Policy 2018 and the Inclusive Gender Strategy for Sports 2024/25 – 2028/29.

The implementation of these guidelines requires a collective commitment from every stakeholder involved in sports. Together, we can ensure that sports in Zanzibar remain a space where everyone, regardless of gender, age, or ability, can participate freely, safely, and with dignity. By embracing safeguarding as a shared responsibility, we can transform the sporting experience into a beacon of hope, progress, and unity for future generations.

Let us pledge to uphold these principles and ensure that the vision of 'Sports for All' is realized, creating a safer, more inclusive sporting environment that reflects the values and aspirations of Zanzibar.



Mr. Ameir Mohammed Makame,
Commissioner Department of Sports, Zanzibar

ACKNOWLEDGEMENT

The development of these safeguarding in Sports Guidelines represents a significant milestone in our commitment to ensuring a safe and inclusive sporting environment for all participants. This achievement has been made possible through the collaborative efforts of numerous dedicated individuals and organizations.

We extend our deepest gratitude to the invaluable support and partnership of the Regional Project Sport for Development in Africa (S4DA) implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ). Their essential resources and guidance throughout the process have been crucial in the formulation and implementation of this guideline.

We are also profoundly grateful to the dedicated Ministry of Youth, Culture, and Sports (MIYCS) of Zanzibar for their crucial role in recognizing the importance of safeguarding measures in sports and for providing the institutional backing necessary for the successful creation of the guideline. Their commitment to promoting athlete safety and inclusivity in the sporting sector has been instrumental.

Our heartfelt thanks go to the Zanzibar Female Lawyers Association (ZAFELA) for their invaluable contributions throughout the development of the Safeguarding in Sports Guideline. Special thanks on the contrary go to the Center for Youth Dialogue (CYD), the Tanzania Media Women Association (TAMWA), and other dedicated NGOs that champion athlete safety and played a critical role in shaping this initiative. Your commitment to advocacy and protection has been instrumental in advancing this cause.

We extend our heartfelt appreciation to the Zanzibar Female Lawyers Association (ZAFELA) for their instrumental role in championing

the drafting of these guidelines. Their dedication to consulting with counterparts, engaging with stakeholders, and collaborating with the Ministry has been pivotal in shaping this comprehensive document. We also acknowledge the invaluable leadership and expertise of Mr. Suleiman Mujuni Baitani, who guided the development process with unwavering commitment and professionalism, ensuring that the guidelines meet the highest standards of safeguarding in sports.

Additionally, we acknowledge the vital contributions of government bodies such as the Division of Gender and Children under Ministry of Community Development, Gender, Elderly, and Children (MCDGEC), the Department of Sports and Culture in the Ministry of Education and Vocational Training (MoEVT) for their active engagement and contributions throughout the development process.

We are grateful to the wider sports community in Zanzibar, including athletes, coaches, officials, and sports federations, for their valuable feedback and commitment to fostering a culture of safety and respect. Finally, we are deeply appreciative of all individuals and organizations who participated in consultations, workshops, and stakeholder engagements, providing valuable input that has enriched these guidelines. Their collective efforts have laid the foundation for a more equitable and empowering sporting environment in Zanzibar.

Through our shared efforts, we will continue to advance the principles of safeguarding and inclusivity in sports, ensuring a safe and supportive environment for all participants.



Mr. Said Kassim Marine
Executive Secretary,
Zanzibar National Sports Council

EXECUTIVE SUMMARY

The Safeguarding Guidelines in Sports for Zanzibar represent a transformative milestone in advancing the safety, inclusivity, and integrity of sports across the region. Designed through the collaborative efforts of the Zanzibar Female Lawyers Association (ZAFELA), government bodies, sports organizations, and community partners, these guidelines establish a comprehensive framework for protecting all participants, with a particular focus on children, women, girls, and persons with disabilities. While tailored to Zanzibar's unique context, the guidelines also provide a replicable model for Tanzania and other countries in East Africa, showcasing best practices that can inspire broader regional adoption.

Grounded in national, regional laws, international standards, and proven methodologies, the document offers detailed strategies to prevent, identify, and respond to abuse, harassment, and exploitation in sports. It emphasizes the importance of a systematic safeguarding culture, incorporating comprehensive codes of conduct, ethical standards, and continuous education for all stakeholders. Survivor-centered approaches are prioritized, ensuring confidentiality, privacy, and access to critical medical, psychological, and legal support services.

These guidelines highlight safeguarding as essential to unlocking the full potential of sports as a catalyst for unity, development, and empowerment. They call for coordinated efforts among government agencies, non-governmental organizations, sports federations, and local communities to integrate safeguarding measures at every level of the sports ecosystem. The guide also urges the Ministry and Sports Federations to take proactive steps in implementing and ensuring accountability. This includes adopting and domesticating these

guidelines into their by-laws, policies, and regulations, thereby seizing a significant opportunity to enhance prosperity within the sports industry. Clear roles, responsibilities, and transparent mechanisms align with Zanzibar's vision for inclusive sports while setting a regional standard that others can follow.

ZAFELA expresses deep gratitude to all partners and contributors who enriched the development of this document. Special appreciation goes to GIZ and the implementing partners of the Sports for Development in Africa (S4DA) initiative for their unwavering support, guidance, and resources that were instrumental in shaping these guidelines. Appreciation is also extended to Mr. Suleiman Mujuni Baitani, the Lead Expert, for his exceptional leadership and professionalism throughout the development process. His expertise and dedication ensured that these guidelines meet the highest standards of safeguarding in sports. Their collaborative efforts have positioned these guidelines not only as a cornerstone for Zanzibar's sports sector but also as an inspiring blueprint for neighboring nations. Commitment to implementing these measures will ensure that sports in Zanzibar and beyond thrive as safe, empowering spaces, fostering national pride, unity, and social progress.



Ms. Jamila Juma Mahmoud
Executive Director,
Zanzibar Female Lawyers Association

Chapter 1



INTRODUCTION TO THE GUIDELINE

1.1. Purpose and Scope

The safeguarding guidelines are designed to offer a detailed framework for protecting individuals in the sports community from Gender-Based Violence (GBV). They seek to establish a safe and supportive atmosphere for all participants - including athletes, coaches, staff, volunteers, and officials - across all sports organizations, events, and activities in Zanzibar. These guidelines encompass all critical aspects of safeguarding, including prevention, reporting, response, support, and ongoing improvement. Addressing all forms of GBV, behavior causing harm, unacceptable conduct, and poor practice - they ensure effective safeguarding measures are in place within sports.

Aligning with international standards, these guidelines adhere to best practices and frameworks such as the United Nations Convention on the Rights of the Child (CRC)¹, the International Olympic Committee (IOC) Code of Ethics², UN General Assembly A/RES/59/10 (2004)³, International Charter of Physical Education, Physical Activity and Sport, UNESCO (1978, revised 2015)⁴, United Nations General Assembly A/RES/71/160 (2016)⁵ and the Safe Sport International Standards.⁶ This alignment ensures that the guidelines achieve globally recognized benchmarks for preventing gender-based violence in sports. Special attention is given to protecting vulnerable groups, including children, women, girls, and individuals with disabilities, by addressing their unique challenges and implementing tailored safety and inclusion measures. Furthermore, the guidelines incorporate local cultural, social, and legal contexts, referencing specific laws and policies in Zanzibar to enhance their relevance and effectiveness.

1 <https://www.savethechildren.net/united-nations-convention-rights-child>

2 <https://olympics.com/ioc/code-of-ethics>

3 <https://www.sportanddev.org/research-and-learning/resource-library/un-general-assembly-resolution-59/10-sport-means-promote>

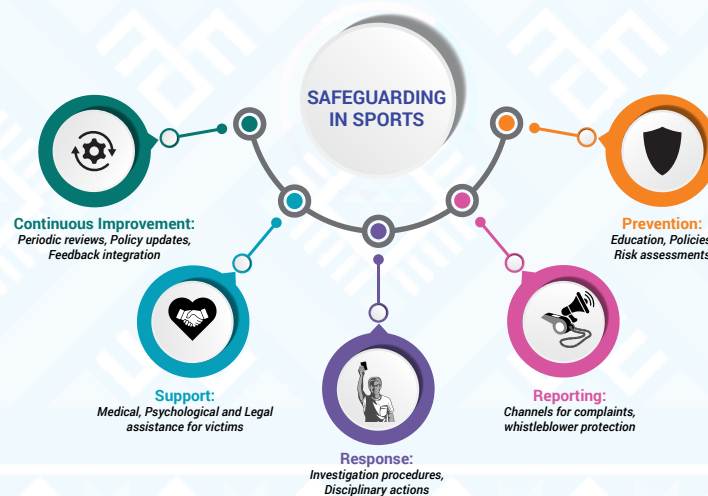
4 <https://www.unesco.org/en/sport-and-anti-doping/international-charter-sport#:~:text=The%20International%20Charter%20of%20Physical,without%20any%20form%20of%20discrimination.>

5 <https://digitallibrary.un.org/record/857478?ln=en&v=pdf>

6 <https://www.safesportinternational.com/international-standards/>

The implementation of the guideline requires a well-defined plan that delineates the roles and responsibilities of stakeholders, along with mechanisms for monitoring, evaluation, and accountability, such as routine audits and feedback systems. The guidelines prioritize education and awareness by incorporating strategies for distributing information and nurturing a culture of safety and respect within the sports community through workshops, seminars, and media campaigns.

Continuous improvement is guaranteed through systematic reviews and updates, incorporating feedback and evolving best practices to maintain the guidelines' relevance and effectiveness. Detailed descriptions of comprehensive support services for GBV victims, including medical, psychological, and legal assistance, ensure these resources are readily accessible. This robust framework cultivates a culture of safety, respect, and accountability within Zanzibar's sports community, allowing all participants to engage in sports within a secure and supportive environment.



1.2. Understanding Safeguarding in Sports and its Importance

This section provides a comprehensive overview of safeguarding in sports, highlighting its definitions, principles, and practical guidance for implementation. Safeguarding in sports is essential to protect all participants from harm, abuse, neglect, and exploitation, particularly children and vulnerable adults. Understanding these aspects helps create a safe and supportive environment in sports, fostering a culture of respect, safety, and accountability.

1.2.1. Safeguarding in Sports: A Definition

Safeguarding in sports is a proactive and all-encompassing approach to ensuring the safety and well-being of all participants involved in sporting activities. This involves both the prevention of and response to various types of abuse, neglect, exploitation, and any actions that could jeopardize the physical or emotional health of individuals. **Prevention** talks to measures that minimize the risk of any kind of harm or abuse from happening. **Response** talks to measures to respond when there are concerns that someone is at risk or is suffering harm or abuse.

Safeguarding aims to protect the health, well-being and human rights of individuals, which allow people, especially children, young people and vulnerable adults, to live free from abuse, harm and neglect. It is the responsibility of all sports organizations to make sure their staff, volunteers, operations, and programmes do no harm to children or vulnerable adults, or expose them to harassment, abuse or exploitation. It is their moral and statutory responsibility to ensure that every individual, regardless of age, gender, ability, race, or religion, can participate in their programs and activities safely.

It is also the responsibility of sports clubs and federations to think about how they safeguard everyone in their organization at all times, including protecting staff and volunteers from inappropriate behaviour such as bullying and harassment.

While safeguarding measures are crucial for all those involved in sports, there is a particular focus on protecting children and vulnerable adults, who may be at a higher risk due to their age, dependency, or specific needs.

Safeguarding extends beyond simply preventing harm; it aims to create a positive and supportive environment where everyone can thrive. This includes:

- **Physical Safety:** Protecting individuals from physical abuse, injury, or neglect.
- **Emotional Well-being:** Preventing emotional abuse, bullying, harassment, and discrimination.
- **Sexual Safety:** Preventing sexual harassment, abuse, and exploitation.
- **Promoting Positive Development:** Ensuring that sport contributes to the overall development and well-being of participants.

Effective safeguarding in sports involves establishing clear policies and procedures, training staff and volunteers, fostering open communication, and creating a culture where everyone feels safe to speak up and report concerns. It is a shared responsibility of everyone involved in the sports community – from athletes and coaches to administrators and parents – to ensure the safety and well-being of all participants.



1.2.2. The Focal Point of Safeguarding

a) Who is the Safeguarding Focal Point?

The Safeguarding Focal Point (SFP) (also sometimes called the *Designated Safeguarding Officer* or *DSO*) is a crucial role within any sports organization or community. This individual is the central point of contact for all matters relating to safeguarding. They have a deep understanding of safeguarding policies and procedures and are responsible for:

- **Leading Implementation:** Ensuring that safeguarding policies and procedures are effectively implemented and followed throughout the organization.
- **Providing Advice and Support:** Offering guidance to staff, volunteers, athletes, and parents on safeguarding matters.

- **Managing Concerns:** Handling any safeguarding concerns or disclosures in a sensitive and confidential manner, following established reporting procedures.
- **Training and Education:** Organizing and delivering safeguarding training for everyone involved in the sport.
- **Monitoring and Review:** Regularly reviewing and evaluating the effectiveness of safeguarding measures.

b) Key Qualities of a Safeguarding Focal Point:

- **Approachable and Empathetic:** Able to build trust and rapport with individuals who may need to disclose concerns.
- **Knowledgeable:** Thoroughly understands safeguarding legislation, policies, and best practices.
- **Organized and Efficient:** Able to manage complex cases and maintain accurate records.
- **Confident and Assertive:** Able to advocate for the safety and well-being of individuals, even when facing resistance.

c) Who is Protected?

The Safeguarding Focal Point's primary responsibility is to protect those most vulnerable within the sporting context. These groups include:

- **Children:** Safeguarding measures prioritize the protection of children from all forms of harm. This includes children participating in organized sports, attending training sessions, or involved in any sport-related activities.

- **Young Athletes:** Adolescent athletes, particularly those in elite programs, face unique pressures and vulnerabilities. Safeguarding measures aim to protect them from emotional abuse, exploitation, and overtraining.
- **Athletes with Disabilities:** Athletes with physical, intellectual, or sensory disabilities may require additional support and protection to ensure their full and equal participation in sports. Safeguarding policies must be inclusive and address their specific needs.
- **Adults at Risk:** This category encompasses individuals who may be vulnerable due to various factors such as mental health conditions, learning difficulties, or dependency on others. Safeguarding measures ensure that these adults are not exploited or harmed within the sporting context.

1.2.3. The Six Safeguarding 'R's

The Six Safeguarding 'R's provide a clear and actionable framework for everyone involved in sports to respond effectively to safeguarding concerns.

Recognize

- **Signs and Indicators:** Recognizing the signs of abuse or harm is crucial. These can be physical (unexplained injuries, bruises), emotional (changes in behavior, withdrawal), or behavioral (aggression, self-harm). Specific examples in a sports context could include:
- **Physical:** Unexplained injuries that don't match the sport's typical risks (e.g., burns, bite marks).

Rule of Two

The Rule of Two is a guide to best practice when working with children or vulnerable adults. Essentially, a facilitator should never be alone with one child or vulnerable adults when they are working with them.



- **Emotional:** Sudden changes in an athlete's performance, mood swings, anxiety, loss of confidence, or fear of a particular coach or teammate.
- **Behavioral:** Changes in eating habits, sleeping patterns, excessive secrecy, or sudden disinterest in the sport.
- **Identifying Risks:** Be vigilant for situations that might increase the risk of harm, such as one-on-one interactions without supervision, overnight trips, or excessive pressure to win.

Respond

- **Immediate Action:** If you suspect abuse or harm, take immediate action to ensure the individual's safety. This may involve separating them from the suspected abuser, providing reassurance, and ensuring they receive appropriate care if injured.
- **Reporting:** It is essential to report your concerns to the designated Safeguarding Focal Point (SFP) or another trusted authority figure within the sports organization. If the concern involves a criminal offense, the police should also be notified.

Report

- **Confidentiality:** Reports should be made in confidence to the SFP, who will follow established procedures to investigate the concern. The person reporting will be kept informed of the progress of the investigation, while their identity will be protected as much as possible.
- **Support:** Individuals who report concerns should be offered support throughout the process, which may include counseling or emotional support services.

Record

- **Accurate and Detailed:** Maintaining accurate and detailed records of safeguarding concerns is crucial. This includes recording the date and time of the concern, the individuals involved, the details of the incident, and any actions taken.
- **Confidentiality:** Safeguarding records must be kept confidential and stored securely, in compliance with data protection regulations.
- **Legal Requirements:** Record-keeping is often a legal requirement and is essential for monitoring patterns of behavior and identifying potential risks.

Refer

External Agencies: If the concern warrants further investigation or support, the SFP will refer the case to the relevant external agencies, such as child protection services, the police, or specialist support organizations.

Follow-up: The SFP will continue to monitor the situation and provide updates to the individual who reported the concern.

Review

Continuous Improvement: Safeguarding policies and procedures should not be static. Regularly evaluate and update them to ensure they remain effective, reflect current best practices, and address any emerging risks or challenges in the sporting environment.

Feedback: Seek feedback from athletes, parents, staff, and volunteers to identify areas for improvement and ensure that safeguarding measures are meeting the needs of everyone involved.



**Important Note:**

The specific procedures for reporting and referring safeguarding concerns may vary slightly depending on the sports organization and the relevant legal frameworks. It's essential for everyone involved in sports to be familiar with their organization's specific safeguarding policies and procedures.

1.2.4. Why is Safeguarding Important?

Safeguarding is a fundamental responsibility that goes beyond legal obligations. It involves upholding human rights, protecting vulnerable individuals, and creating environments where everyone can thrive.

1. General Importance of Safeguarding

- a). **Upholding Human Rights:** Safeguarding is rooted in the fundamental human right to be safe and protected from harm. Every individual, regardless of age, ability, or background, deserves to live a life free from abuse, neglect, and exploitation.
- b). **Promoting Well-being:** Safeguarding ensures that individuals can develop physically, emotionally, and socially in a healthy and supportive environment. It fosters a sense of safety, trust, and belonging, which are essential for overall well-being.
- c). **Preventing Long-Term Harm:** Abuse and neglect can have devastating and long-lasting consequences for individuals. Safeguarding aims to prevent these harms and promote positive outcomes for children and adults.
- d). **Building Stronger Communities:** When individuals feel safe and protected, they are more likely to participate fully in their communities and contribute to their overall well-being.

2. Specific Importance of Safeguarding in Sports

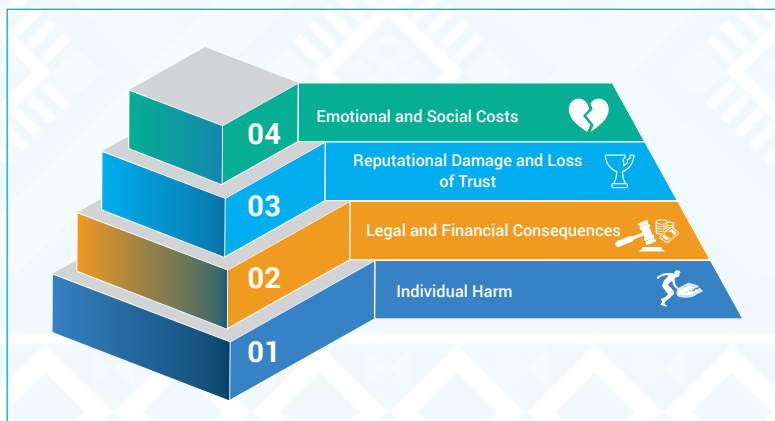
- a). **Unique Vulnerabilities:** The sports environment can create unique vulnerabilities due to factors like power imbalances between coaches and athletes, close physical contact, travel, and the pressure to perform. Safeguarding addresses these specific risks.
- b). **Positive Values of Sport:** Sport is often seen as a vehicle for promoting positive values like teamwork, respect, discipline, and fair play. Safeguarding ensures that these values are upheld and that sport remains a positive force in people's lives.
- c). **Reputation and Trust:** A strong commitment to safeguarding builds trust and confidence in sports organizations and communities. This is essential for attracting and retaining participants, volunteers, and supporters.

- d). **Legal and Moral Obligations:** Many countries have specific laws and regulations regarding safeguarding in sports. Beyond legal compliance, sports organizations have a moral duty to protect the individuals who participate in their activities.

3. The Cost of Failing to Safeguard

Failure to prioritize safeguarding can have serious consequences, including:

- Harm to Individuals:** The most immediate and devastating consequence is the harm inflicted on individuals who experience abuse, neglect, or exploitation. This can have lifelong physical, emotional, and psychological impacts.
- Damage to Reputation:** Organizations that fail to adequately protect participants risk significant reputational damage, loss of funding, and legal action.
- Loss of Trust:** A lack of safeguarding can erode trust in the entire sports community, making it difficult to attract and retain participants and volunteers.



Important Note:

Safeguarding is not simply a matter of compliance; it is an ethical imperative. Prioritizing safeguarding allows sports organizations to create positive and empowering environments where everyone can enjoy the benefits of sports while being safe and protected.

1.2.5. Why is Safeguarding Important in Sport?

While **safeguarding** is crucial in all aspects of life, the sports environment presents unique vulnerabilities that necessitate heightened attention and specific measures. Understanding the unique vulnerabilities of the sports environment and the crucial role sport plays in society, the sport community can recognize the paramount importance of safeguarding. Protecting the well-being of all individuals involved in sports is not only an **ethical obligation** but also essential for ensuring the continued success and positive impact of sports on individuals and communities.



Unique Vulnerabilities in Sports

- Power Imbalances:** The inherent power dynamics between coaches, trainers, and athletes can create an environment where abuse or exploitation may go unreported due to fear of repercussions. Younger or less experienced athletes may be particularly vulnerable to this power imbalance.

2. **Close Relationships:** The close relationships that often develop between coaches and athletes, or among teammates, can sometimes blur boundaries and create opportunities for abuse. Safeguarding measures help maintain appropriate professional boundaries.
3. **Travel and Overnight Stays:** Sporting events and training camps often involve travel and overnight stays, which can create situations where athletes are away from their usual support networks and may be more vulnerable to harm.
4. **Changing Rooms and Showers:** The communal nature of changing rooms and showers can present risks, especially for young athletes who may be uncomfortable or unsure of appropriate behavior.
5. **Focus on Winning:** The intense pressure to win at all costs can sometimes lead to unhealthy training practices, emotional abuse, or neglect of athletes' well-being.
6. **Social Media and Online Risks:** The increased use of social media and online platforms in sports can expose athletes to risks like cyberbullying, grooming, or inappropriate contact.

Sport's Role in Society and the Need for Safeguarding

Sport plays a vital role in society, promoting physical and mental health, social interaction, and personal development. However, these benefits can only be fully realized in an environment where participants feel safe and protected.

1. **Upholding Positive Values:** Sport is often associated with positive values like teamwork, respect, fairness, and resilience. Safeguarding ensures that these values are not compromised and that sport remains a force for good.

2. **Protecting Children's Development:** Sports participation can significantly contribute to children's physical, emotional, and social development. Safeguarding ensures that children can enjoy these benefits without the risk of harm.
3. **Creating Inclusive Environments:** Sport should be accessible and inclusive for everyone, regardless of their age, ability, or background. Safeguarding measures create a welcoming and supportive environment for all participants.
4. **Maintaining Public Trust:** The integrity and reputation of sports depend on the public's trust. Safeguarding is essential for maintaining that trust and ensuring that sport remains a positive and valued part of society.

1.2.6. Prevention Tips for Sports Organizations/Communities

Implementing comprehensive safeguarding measures is essential for protecting participants and fostering a positive sporting environment. Here are key steps sports organizations and communities can take:

1. **Develop a Comprehensive Safeguarding Policy**
A well-crafted safeguarding policy is the foundation of a safe sports environment. It should be clear, concise, and easily accessible to everyone involved. Follow these steps to create and implement a robust policy:
 - a). **Define the Scope:** Clearly outline who the policy applies to (athletes, coaches, staff, volunteers, parents, etc.) and what types of harm it covers (abuse, neglect, bullying, etc.).
 - b). **Establish Procedures:** Detail the procedures for reporting and responding to safeguarding concerns, including timelines, confidentiality protocols, and support mechanisms for those reporting.

- c). **Assign Roles and Responsibilities:** Identify the Safeguarding Focal Point (SFP) and outline their specific responsibilities. Clearly define the roles of other staff and volunteers in upholding safeguarding measures.
- d). **Training and Education:** Include requirements for safeguarding training for everyone involved in the sport. This should cover recognizing signs of abuse, responding to concerns, and understanding the organization's safeguarding procedures.
- e). **Review and Update:** Establish a regular review process to ensure the policy remains up-to-date and effective. Seek feedback from stakeholders and incorporate any necessary changes.

2. Safe Recruitment and Screening

Thorough recruitment and screening processes are vital for ensuring that only suitable individuals work with athletes. This includes:

- a). **Background Checks:** Conduct criminal background checks on all staff and volunteers who will have contact with children or vulnerable adults.
- b). **References:** Obtain references from previous employers or organizations to verify the individual's suitability for working with vulnerable groups.
- c). **Safeguarding Training:** Require all staff and volunteers to complete comprehensive safeguarding training before they begin working with athletes.

3. Training and Education

Safeguarding is an ongoing process that requires continuous learning and development. Provide regular training sessions on:

- a). **Recognizing Signs of Abuse:** Equip staff and volunteers with the knowledge to identify potential signs of abuse, neglect, or harm.

- b). **Responding to Concerns:** Teach individuals how to respond appropriately if they suspect abuse or receive a disclosure.
- c). **Understanding Policies and Procedures:** Ensure everyone is familiar with the organization's safeguarding policy and knows how to report concerns.

4. Open Communication

Foster a culture where athletes and others feel safe to speak up about concerns. This can be achieved through:

- a). **Open Door Policy:** Encourage athletes and others to raise any concerns they may have without fear of repercussions.
- b). **Regular Check-ins:** Conduct regular check-ins with athletes to assess their well-being and provide a safe space for them to share any concerns.
- c). **Confidential Reporting Mechanisms:** Establish confidential reporting mechanisms, such as a designated email address or phone line, to allow individuals to report concerns anonymously if they wish.

5. Designated Safeguarding Officer (DSO)

The DSO plays a pivotal role in ensuring safeguarding measures are effective. They should:

- a). **Lead the Safeguarding Effort:** Be the main point of contact for all safeguarding matters and ensure that policies and procedures are implemented effectively.
- b). **Provide Advice and Support:** Offer guidance to staff, volunteers, athletes, and parents on safeguarding issues.
- c). **Manage Concerns:** Handle any safeguarding concerns or disclosures in a sensitive and confidential manner, following established procedures.



- d). **Coordinate with External Agencies:** Liaise with relevant external agencies, such as child protection services or the police, as needed.

1.2.7. Response Tips for Sporting Organisations/ Communities (Six Safeguarding 'R's)

The Six Safeguarding 'R's provide a clear and actionable framework for everyone involved in sports to respond effectively to safeguarding concerns.

1. Recognize

- **Signs and Indicators:** Recognizing the signs of abuse or harm is crucial. These can be physical (unexplained injuries, bruises), emotional (changes in behavior, withdrawal), or behavioral (aggression, self-harm). Specific examples in a sports context could include:
 - ⇒ **Physical:** Unexplained injuries that don't match the sport's typical risks (e.g., burns, bite marks).
 - ⇒ **Emotional:** Sudden changes in an athlete's performance, mood swings, anxiety, loss of confidence, or fear of a particular coach or teammate.
 - ⇒ **Behavioral:** Changes in eating habits, sleeping patterns, excessive secrecy, or sudden disinterest in the sport.
- **Identifying Risks:** Be vigilant for situations that might increase the risk of harm, such as one-on-one interactions without supervision, overnight trips, or excessive pressure to win.

2. Respond

- **Immediate Action:** If you suspect abuse or harm, take immediate action to ensure the individual's safety. This may

involve separating them from the suspected abuser, providing reassurance, and ensuring they receive appropriate care if injured.

- **Reporting:** It is essential to report your concerns to the designated Safeguarding Focal Point (SFP) or another trusted authority figure within the sports organization. If the concern involves a criminal offense, the police should also be notified.

Report

- **Confidentiality:** Reports should be made in confidence to the SFP, who will follow established procedures to investigate the concern. The person reporting will be kept informed of the progress of the investigation, while their identity will be protected as much as possible.
- **Support:** Individuals who report concerns should be offered support throughout the process, which may include counseling or emotional support services.

Record

- **Accurate and Detailed:** Maintaining accurate and detailed records of safeguarding concerns is crucial. This includes recording the date and time of the concern, the individuals involved, the details of the incident, and any actions taken.
- **Confidentiality:** Safeguarding records must be kept confidential and stored securely, in compliance with data protection regulations.
- **Legal Requirements:** Record-keeping is often a legal requirement and is essential for monitoring patterns of behavior and identifying potential risks.

Refer

- **External Agencies:** If the concern warrants further investigation or support, the SFP will refer the case to the relevant external agencies, such as child protection services, the police, or specialist support organizations.
- **Follow-up:** The SFP will continue to monitor the situation and provide updates to the individual who reported the concern.

Review

- **Continuous Improvement:** Safeguarding policies and procedures should not be static. Regularly evaluate and update them to ensure they remain effective, reflect current best practices, and address any emerging risks or challenges in the sporting environment.
- **Feedback:** Seek feedback from athletes, parents, staff, and volunteers to identify areas for improvement and ensure that safeguarding measures are meeting the needs of everyone involved.

Important Note:

The specific procedures for reporting and referring safeguarding concerns may vary slightly depending on the sports organization and the relevant legal frameworks. It's essential for everyone involved in sports to be familiar with their organization's specific safeguarding policies and procedures.

1.2.8. Who Does Safeguarding Apply To?

In the context of sports, safeguarding is not the sole responsibility of a single individual or a specific group. It is a collective responsibility that extends to everyone involved in the sporting community, creating a network of protection and support.

1. Athletes

All athletes, regardless of age, ability, or level of competition, have the right to be safe and protected from harm. They should be empowered to recognize and report any concerns they have and to expect a supportive and responsive environment from their sports organization.

2. Coaches and Trainers

Those in coaching and training roles have a particular responsibility to create a safe and positive environment for athletes. They must adhere to codes of conduct, maintain professional boundaries, and prioritize the well-being of their athletes above all else.

3. Officials and Referees

Officials and referees are responsible for ensuring fair play and upholding the rules of the sport. They should also be vigilant in identifying and reporting any behavior that could put athletes at risk.

4. Administrators and Managers

Those in leadership positions within sports organizations are responsible for establishing and enforcing comprehensive safeguarding policies and procedures. They must ensure that adequate resources are allocated to safeguarding and that everyone involved understands their role in protecting athletes.



5. Parents and Guardians

Parents and guardians play a crucial role in supporting their children's participation in sports. They should be aware of the signs of abuse or harm and feel confident in reporting any concerns to the appropriate authorities.

6. Volunteers

Volunteers who contribute their time and energy to sports organizations also have a responsibility to uphold safeguarding standards. They should receive appropriate training and be aware of the reporting procedures in case of concerns.

7. Spectators and Supporters

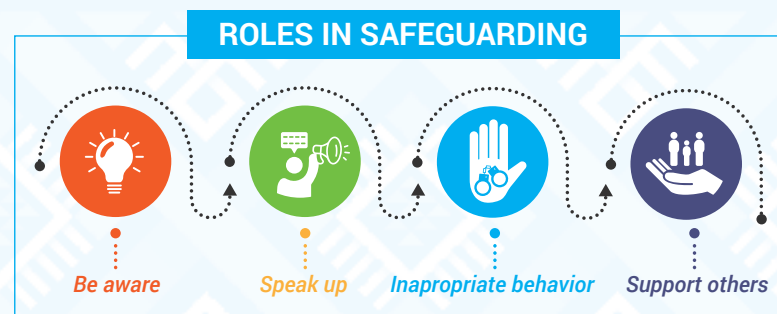
Even those who are not directly involved in sports as participants or officials have a role to play in safeguarding. They should report any concerning behavior they witness and create a positive and supportive atmosphere for athletes.

8. Safeguarding as a Shared Responsibility

Safeguarding is most effective when everyone understands their role and works together to create a culture of safety and respect. This means:

- Being Aware:** Everyone should be aware of the signs of abuse and harm and know how to report concerns.
- Speaking Up:** If you see something concerning, don't hesitate to speak up. Your voice could make a real difference in protecting someone from harm.
- Challenging Inappropriate Behavior:** Don't be afraid to challenge behavior that you believe is inappropriate or harmful, even if it comes from someone in a position of authority.

- Supporting Others:** Offer support and encouragement to those who report concerns. Let them know that they are not alone and that their concerns will be taken seriously.



1.2.9. Key Principles of Safeguarding

Safeguarding in sports is guided by a set of core principles that underpin its effectiveness and ensure a holistic approach to protecting individuals from harm.

1. Empowerment

- Knowledge is Power:** Safeguarding empowers individuals by providing them with the knowledge and understanding of their rights, the different types of abuse, and the available support systems. This equips them to recognize potential risks and make informed choices about their safety and well-being.
- Building Confidence:** Safeguarding initiatives often include educational programs and workshops that teach individuals how to assert themselves, set boundaries, and seek help when needed. This builds confidence and resilience, reducing the likelihood of becoming a victim of abuse.

- c). **Open Communication:** By creating a safe and supportive environment where individuals feel comfortable speaking up about concerns, safeguarding empowers them to take control of their own safety.

2. Prevention

- a). **Proactive Measures:** Safeguarding goes beyond reacting to incidents of harm. It emphasizes proactive measures to prevent abuse from occurring in the first place. This includes:
 - **Robust Policies and Procedures:** Clearly defined policies and procedures for reporting and responding to concerns, as well as codes of conduct for staff and volunteers.
 - **Safe Recruitment and Screening:** Thorough background checks and references for all individuals working with athletes.
 - **Training and Education:** Ongoing training for staff, volunteers, athletes, and parents on recognizing and responding to safeguarding concerns.
 - **Risk Assessments:** Regularly assessing potential risks in the sporting environment and taking steps to mitigate them.

3. Partnership

- a). **Collaborative Approach:** Safeguarding is most effective when sports organizations work in partnership with other relevant agencies, including:
 - **Governing Bodies:** National and international sporting bodies provide guidance and support on safeguarding matters.
 - **Law Enforcement:** The police play a crucial role in investigating allegations of abuse and bringing perpetrators to justice.

- **Child Protection Agencies:** Child protection agencies provide specialized support and services to children who have experienced or are at risk of harm.
- **Community Organizations:** Local community organizations can offer additional support and resources to athletes and their families.

4. Accountability

- a). **Clear Responsibilities:** Everyone involved in sports has a role to play in safeguarding. It is essential that everyone understands their responsibilities and the potential consequences of failing to act on concerns.
- b). **Zero Tolerance:** Sports organizations must adopt a zero-tolerance approach to abuse and hold perpetrators accountable for their actions.
- c). **Transparent Processes:** Safeguarding procedures should be transparent and accessible to everyone, so that individuals know how to report concerns and what to expect in terms of follow-up.



Chapter 2



UNDERSTANDING GENDER-BASED VIOLENCE (GBV) IN SPORTS

2.1. Introductions

Gender-based violence (GBV) in sports harms athletes, coaches, officials, and fans through physical, sexual, and psychological violence, as well as threats and economic deprivation. It leads to injuries, trauma, and the abandonment of athletic dreams, while also eroding the integrity of sports and perpetuating harmful gender stereotypes. Recognizing the various forms and manifestations of GBV, as well as the underlying factors such as gender inequality and power imbalances, is crucial. The goal of this chapter is to equip readers with the knowledge and tools to recognize, prevent, and address GBV in sports, creating safer and more inclusive environments for all participants.

2.2. Understanding Violence Against Children in Sports

Who: Defining Children and Vulnerability

In the context of sports, “children” generally refers to individuals under the age of 18. However, specific age limits may vary depending on the sport and governing bodies. Certain groups of children are particularly vulnerable to GBV, including:

1. **Children with Disabilities:** They may face unique challenges and rely on others for care and support, increasing their vulnerability to abuse and exploitation.
2. **Children from Marginalized Communities:** Socioeconomic factors, cultural barriers, and language differences can increase the risk of GBV for children from certain backgrounds.

What: Forms of Abuse and Exploitation

Children in sports may experience various types of abuse and exploitation, including:

1. **Physical Abuse:** This includes any intentional act that causes physical harm or injury to a child, such as hitting, kicking, or pushing.
2. **Emotional/Psychological Abuse:** Verbal assaults, humiliation, intimidation, and isolation are examples of emotional abuse, which can severely damage a child’s self-esteem and mental health.
3. **Sexual Abuse:** Any sexual activity with a child, including non-contact acts like exposing a child to pornography or making sexually suggestive comments, constitutes sexual abuse.
4. **Neglect:** Failing to provide for a child’s basic needs, such as food, shelter, clothing, medical care, or supervision, is a form of neglect that can have serious consequences for a child’s development.

Sports-Specific Forms of Abuse and Exploitation Include:

1. **Exploitation:** This can involve children being exploited for the benefit of the coach not the child, trafficking and financial exploitation of parents and/or the child.
2. **Overtraining:** Excessive training without adequate rest and recovery can lead to physical and psychological harm, including injuries, burnout, and depression.
3. **Withholding Necessities:** Denying a child access to water, food, or rest during training or competition as a form of punishment or manipulation is abusive and can jeopardize their health.

Grooming:

Perpetrators may use this tactic to gain a child’s trust and manipulate them into a vulnerable position. This can involve giving gifts, offering special attention or privileges, isolating the child from friends and family, and gradually escalating inappropriate behaviors.



Why: Understanding the Underlying Factors

Several factors contribute to the vulnerability of children in sports to GBV:

1. **Power Imbalances:** Coaches, trainers, and other adults in positions of authority often hold significant power over children, creating an environment where abuse can thrive.
2. **Desire to Please Adults:** Children may feel pressure to comply with adults' demands, even if those demands are harmful, out of a desire to please or fear of repercussions.
3. **Fear of Repercussions:** Children may hesitate to report abuse due to fear of being ostracized, losing their position on a team, or facing retaliation from the perpetrator.
4. **Normalization of Harmful Behaviors:** In some sports cultures, harmful practices like hazing or extreme training regimes may be normalized, making it difficult for children to recognize and report abuse.

The Long-Term Impacts of GBV on Children Can Be Devastating, Including:

1. **Physical Health Problems:** Injuries, chronic pain, and long-term health issues can result from physical abuse and overtraining.
2. **Mental Health Disorders:** Emotional and psychological abuse can lead to anxiety, depression, post-traumatic stress disorder (PTSD), and other mental health conditions.
3. **Impaired Athletic Development:** Trauma and negative experiences can derail a child's athletic potential and lead to a loss of enjoyment in sports. Children can also be lost to sport. They simply leave sport to avoid the abuse they are suffering.

Practical Guidance: Reporting and Seeking Support

If you suspect a child is being abused or exploited in a sports setting, it is crucial to report your concerns. Here are some steps you can take:

1. **Document Your Observations:** Keep a record of any concerning behaviors or incidents, including dates, times, and details of what you witnessed.
2. **Contact the Appropriate Authorities:** Depending on the severity of the situation and your organization's policies, you may need to report your concerns to child protection services, law enforcement, or your sport's governing body.
3. **Support the Child:** Let the child know you believe them and are there to support them. Offer reassurance and information about resources available to help them.

Evidence and Supporting Links:

- **United Nations Convention on the Rights of the Child (UNCRC):** This international treaty defines a child as "every human being below the age of eighteen years unless under the law applicable to the child, majority is attained earlier."
- **International Olympic Committee (IOC):** The IOC's guidelines for safeguarding athletes from harassment and abuse define a child as anyone under the age of 18.
- **Safe Sport International:** This organization, dedicated to preventing abuse in sport, also adopts the under-18 definition for children.
- **African Charter on the Rights and Welfare of the Child (ACRWC):** This is the main regional legal instrument for child rights in Africa. It defines a child as "every human being below the age of 18 years." The ACRWC covers a wide range of rights, including protection from abuse, exploitation, and discrimination.

- **Zanzibar Children's Act of 2011**, this comprehensive law aims to safeguard the rights and well-being of children in Zanzibar and aligns with international standards for child protection.

Important Considerations:

- While the under-18 definition is widely used, some sports organizations may have slightly different age categories for participation, such as under-16 or under-14.
- Even within the under-18 category, younger children (e.g., those under 12) may require additional safeguards due to their increased vulnerability.

Adhering to the under-18 definition, sports organizations can ensure that they are meeting their legal and ethical obligations to protect children from harm. This includes implementing policies and procedures to prevent and address abuse, as well as providing appropriate support and resources for young athletes.

2.3. GBV Against Women and Girls in Sports

Who: A Broad Spectrum of Impact

Gender-based violence in sports affects a vast spectrum of female athletes, spanning from young girls participating in grassroots programs to seasoned professionals competing at the highest levels. It can occur in any sport, regardless of its perceived level of physicality or cultural norms. No woman or girl is **immune** to the threat of GBV in the sporting context.

What: A Wide Range of Abuse

GBV against women and girls in sports manifests in various ways, often overlapping and reinforcing each other. These forms of abuse include:

1. **Physical Abuse:** This can range from physical assault to the intentional infliction of pain or injury during training or competition.
2. **Sexual Abuse and Harassment:** This encompasses unwanted sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. It can also include sexual exploitation, where someone in a position of power abuses their authority for sexual gain.
3. **Psychological Abuse:** This involves verbal abuse, humiliation, intimidation, isolation, and other forms of emotional manipulation that undermine an athlete's self-esteem and confidence.
4. **Financial Abuse:** This occurs when someone controls an athlete's finances, limits their access to resources, or exploits their earnings.
5. **Harassment:** This includes unwelcome conduct based on gender, such as sexual remarks, unwanted attention, or derogatory comments about a woman's athletic abilities.
6. **Discrimination:** This involves treating female athletes unfairly based on their gender, such as denying them opportunities, resources, or equal pay compared to their male counterparts.

Sports-Specific Manifestations of GBV Against Women and Girls Include:

1. **Body-Shaming:** Criticizing or ridiculing an athlete's body shape, size, or appearance can have a detrimental impact on their self-esteem and mental health.



2. **Objectification:** Reducing a female athlete to her physical appearance or sexual appeal diminishes her athletic achievements and reinforces harmful gender stereotypes.
3. **Unequal Pay and Resources:** The persistent gender pay gap in sports and disparities in funding, facilities, and media coverage reflect deep-seated inequalities that can contribute to GBV.

Why: Unraveling the Root Causes

The roots of GBV against women and girls in sports are deeply intertwined with historical and cultural factors:

1. **Sexism in Sports:** The sports world has long been dominated by patriarchal norms and structures that undervalue and marginalize women's participation.
2. **Gender Stereotypes:** Pervasive stereotypes about women's physical abilities, emotional resilience, and leadership potential can create an environment where abuse is tolerated or even encouraged.
3. **Power Dynamics:** The hierarchical nature of many sports organizations, with men and women often occupying positions of power, can enable abusive behaviors and create barriers to reporting and seeking help.

Practical Guidance: Reporting and Redress

If you are experiencing or witnessing GBV in sports, it is crucial to report it. Here are some key steps:

1. **Document the Incident:** Keep a detailed record of the incident, including dates, times, locations, and any witnesses.
2. **Seek Support:** Reach out to a trusted person, such as a coach, teammate, friend, family member, or counselor. Consider contacting a helpline or support organization specializing in GBV.

3. **Report the Incident:** Follow your organization's reporting procedures. If you are uncomfortable reporting internally, you can report directly to law enforcement or a sports governing body.
4. **Know Your Rights:**
 - ⇒ You have the right to be safe and free from harm in a sports environment.
 - ⇒ You have the right to be treated with dignity and respect, regardless of your gender.
 - ⇒ You have the right to report abuse and seek redress without fear of retaliation.



Several initiatives are working to promote gender equity and create safer environments for female athletes. These include:

1. **The International Olympic Committee (IOC)'s Safeguarding Athletes from Harassment and Abuse (SAHA) Initiative:** This program aims to prevent and address all forms of harassment and abuse in sport.
2. **UN Women's Sports for Generation Equality Initiative:** This initiative seeks to advance gender equality through sport and address issues such as GBV and discrimination.
3. **FIFA Guardians Safeguarding Programme:** This program aims to create a safe and enjoyable environment for children and young people in football by providing education, training, and resources for safeguarding. It covers issues such as child protection, harassment, and abuse.
4. **FIFA Women's Football Development Programme:** This program supports the development of women's football worldwide, aiming to empower women and girls through sport and promote gender equality. It also includes initiatives to address GBV in women's football.
5. **FIFA Diversity Award:** This award recognizes organizations and individuals who have made outstanding contributions to diversity and anti-discrimination in football. It highlights the importance of creating an inclusive and respectful environment for everyone involved in the sport.
6. **FIFA Human Rights Policy:** FIFA's human rights policy commits the organization to respecting and promoting human rights in all its activities. This includes addressing GBV as a human rights violation.
7. **CAF Safeguarding Policy:** CAF has developed a safeguarding policy to protect children, young people, and vulnerable adults in football from harm. It outlines procedures for reporting and responding to concerns about abuse and emphasizes the importance of creating a safe and positive environment for everyone involved in the sport.
8. **CAF Women's Football Strategy:** This strategy aims to develop and promote women's football across Africa, increasing participation and creating opportunities for women and girls. It also includes initiatives to address GBV and promote gender equality in football.
9. **CAF/FIFA Women's Leadership Development Programme:** This program aims to empower women in football leadership positions, providing training and mentorship opportunities to build capacity and promote gender diversity in decision-making roles.
10. **FIFA/CAF Women's Football Workshop:** This workshop brings together stakeholders from across Africa to discuss the challenges and opportunities facing women's football, including issues of GBV and gender equality. It aims to promote collaboration and develop strategies to strengthen women's football in the region.
11. **National Plan of Action to End Violence Against Women and Children (NPA- VAWC) 2017 - 2022:** This comprehensive plan, launched in 2017, outlines strategies for preventing and responding to violence against women and children in Zanzibar. It covers a wide range of issues, including sexual violence, domestic violence, child marriage, female genital mutilation, and harmful traditional practices.



- 12. Police Gender and Children's Desks (PGCDs):** These specialized desks within police stations provide a safe and confidential space for survivors of GBV to report their experiences and receive support. They also work to raise awareness about GBV and its prevention.
- 13. One-Stop Centers:** These centers offer integrated services for GBV survivors, including medical care, counseling, legal aid, and social support. They aim to provide holistic care and support to survivors in a single location.

2.4. The Concept of Intersectionality in GBV in Zanzibar

What: Understanding Intersectionality in the Zanzibar Context

Intersectionality is a framework that recognizes how various social identities—such as gender, age, race, ethnicity, disability, socioeconomic status, and religion—intersect to create unique experiences of vulnerability and discrimination. In Zanzibar, this concept is particularly relevant due to the diverse social and cultural landscape of the islands.

For example, a young woman from a rural area and a low-income family may face different challenges and risks of GBV compared to a woman from an urban, wealthier background. Similarly, a woman with a disability may experience multiple layers of discrimination, facing barriers to accessing education, employment, and healthcare, which can increase her vulnerability to violence.

Why: Understanding Compound Risks in Zanzibar

Intersectionality highlights how different forms of oppression can intersect and compound the risk of GBV in Zanzibar. Factors like poverty, cultural norms, and limited access to education and resources can

exacerbate existing gender inequalities and create environments where violence against women and girls is more likely to occur.

For instance, women from marginalized communities may face higher risks of domestic violence, sexual exploitation, and harmful traditional practices. Girls may be forced into early marriage or denied educational opportunities, limiting their choices and increasing their vulnerability to abuse.

The Importance of Tailored Prevention and Response in Zanzibar

Recognizing the complexities of intersectionality is essential for developing effective GBV prevention and response efforts in Zanzibar. This means tailoring interventions to the specific needs and experiences of different groups of women and girls.

It's Crucial To:

1. **Acknowledge Diversity:** Understand that GBV affects individuals differently based on their intersecting identities.
2. **Tailor Interventions:** Design programs and policies that address the root causes of GBV for specific groups, considering factors like poverty, education, and cultural norms.
3. **Empower Women and Girls:** Provide support and resources to empower women and girls to assert their rights, challenge harmful practices, and access services.
4. **Engage Men and Boys:** Involve men and boys in prevention efforts, challenging harmful gender norms and promoting respectful relationships.
5. **Strengthen Collaboration:** Foster partnerships between government agencies, civil society organizations, and communities to create a coordinated response to GBV.

Important Note on Intersectionality:

While this section focuses on the intersections of gender with other social identities like race, ethnicity, disability, and socioeconomic status, it's crucial to acknowledge that other identities, such as sexual orientation and gender identity, can also intersect with gender to create unique experiences of vulnerability and discrimination. However, due to the specific cultural and legal context in Zanzibar, discussions of key population issues may be sensitive and require careful consideration.

Incorporating an intersectional lens into GBV prevention and response efforts means recognizing and addressing the full spectrum of diversity within the Zanzibar community, even if explicit discussions of certain identities are limited by societal or political factors. This can involve creating safe spaces for dialogue, promoting inclusivity in policies and programs, and ensuring that support services are accessible and culturally sensitive to all individuals, regardless of their social identities.

Through acknowledging the intricate intersection of various identities, the sports community can formulate comprehensive and efficient approaches to prevent and combat gender-based violence, ultimately fostering a more fair and inclusive society for everyone.

2.5. Behaviors Causing Harm in Sports

These behaviors, while not always explicitly categorized as GBV, can create a toxic environment and cause significant harm to individuals and teams.

Harassment

- **What:** Unwanted conduct based on gender, race, religion, or other protected characteristics. In sports, this can manifest as verbal abuse, sexual comments, unwanted advances, or discriminatory remarks about an athlete's ability or appearance.
- **Examples:** A coach making derogatory comments about a female athlete's body, a teammate spreading rumors about a player's sexual orientation, or a fan making racist remarks towards a player during a match.
- **Why:** Harassment creates a hostile environment, undermines an athlete's confidence and self-esteem, and can lead to anxiety, depression, and withdrawal from the sport.

Bullying

- **What:** Repeated aggressive behavior intended to harm or intimidate another person. In sports, bullying can take the form of physical aggression, verbal abuse, social exclusion, or spreading rumors.
- **Examples:** A senior player physically intimidating a younger player, a group of teammates excluding a player from social activities, or a coach constantly belittling an athlete's performance.
- **Why:** Bullying can have devastating consequences for victims, including depression, anxiety, low self-esteem, and even suicidal thoughts. It can also disrupt team dynamics and hinder athletic performance.

Cyberbullying

- **What:** Bullying that takes place online or through digital devices. It can include sending threatening messages, spreading rumors, or posting embarrassing photos or videos.



- **Examples:** An athlete receiving hateful messages on social media, a teammate creating a fake profile to humiliate another player, or a fan posting derogatory comments about an athlete's performance online.
- **Why:** Cyberbullying can be even more damaging than traditional bullying due to its anonymity and the potential for widespread dissemination of harmful content. It can cause significant emotional distress, social isolation, and reputational damage.

2.6. Practical Guidance: Creating a Culture of Respect and Safety

- **Athletes:**
 - ⇒ Speak up if you witness or experience harassment, bullying, or cyberbullying.
 - ⇒ Report any incidents to a trusted adult, such as a coach, parent, or school official.
 - ⇒ Be kind and supportive to your teammates, creating a positive team culture.
- **Coaches:**
 - ⇒ Establish clear expectations for behavior and enforce them consistently.
 - ⇒ Create a safe and inclusive environment where everyone feels respected and valued.
 - ⇒ Educate athletes about the harmful effects of harassment, bullying, and cyberbullying.
 - ⇒ Be approachable and supportive, encouraging athletes to report any concerns.

• Organizations:

- ⇒ Develop and implement comprehensive policies and procedures to address harassment, bullying, and cyberbullying.
- ⇒ Provide training and education for athletes, coaches, and staff on preventing and responding to these behaviors.
- ⇒ Create reporting mechanisms that are confidential, accessible, and free from retaliation.

2.7. Additional Forms of Abuse Relevant to Sports

This section explores various forms of abuse that, while not always exclusively categorized as GBV, can be prevalent in sports settings and significantly impact individuals and the sporting community. These forms of abuse can intersect with and exacerbate other types of GBV, creating a complex and harmful environment for victims. Understanding the signs and responding appropriately is crucial in preventing and addressing these issues in sports.

Domestic Abuse – Including Intimate Partner Violence (IPV) or a Child Witnessing IPV

- **What:** A pattern of coercive behaviors used by one person to gain and maintain power and control over an intimate partner. It can include physical, emotional, sexual, and financial abuse. In a sports context, athletes, coaches, or officials may be victims or perpetrators of domestic abuse.
- **Relevance to Sports:** Youth athletes subject to domestic violence or witnessing IPV may view their sports coach or other as a trusted adult and disclose domestic abuse to them because of the trust they have in the coach and feel safe in the sports environment.

- **Signs:** Changes in behavior, unexplained injuries, social withdrawal, or increased anxiety/depression can be signs of domestic abuse.
- **Response:** If you suspect someone is experiencing domestic abuse, encourage them to seek help from a trusted friend, family member, or professional. Provide information about hotlines, shelters, and support groups.

Peer-on-Peer Abuse

- **What:** Abuse or harmful behavior perpetrated by one child or young person against another. This can include bullying, harassment, sexual assault, and exploitation.
- **Relevance to Sports:** In team settings, power dynamics among peers can lead to abusive behaviors. Hazing rituals, initiation practices, and bullying are common examples of peer-on-peer abuse in sports.
- **Signs:** Social isolation, changes in behavior, unexplained injuries, or a reluctance to participate in team activities can indicate peer-on-peer abuse.
- **Response:** Coaches and organizations should create a safe and supportive environment where athletes feel comfortable reporting abuse. Establish clear codes of conduct and implement anti-bullying policies.

Financial Abuse

- **What:** Controlling a person's access to money or financial resources as a means of control and manipulation.
- **Relevance to Sports:** Athletes, particularly young or less experienced ones, can be vulnerable to financial exploitation by coaches, agents, or other individuals who manage their finances.

- **Signs:** An athlete's inability to access their earnings, a sudden change in their spending habits, or a reluctance to discuss financial matters can be indicators of financial abuse.
- **Response:** Encourage athletes to seek financial advice from independent sources and educate them about their rights regarding their earnings and contracts.

Grooming

- **What:** The process by which an offender builds a relationship, trust, and emotional connection with a child or young person to manipulate, exploit, and abuse them.
- **Relevance to Sports:** The power dynamic between coaches and young athletes can create opportunities for grooming. Perpetrators may use their position to gain access to and isolate victims.
- **Signs:** Excessive attention or favoritism from a coach, secretive communication, or gifts can be signs of grooming.
- **Response:** Organizations should implement strict child protection policies, including background checks for coaches and clear guidelines for interactions between adults and minors.

Trafficking

- **What:** The recruitment, transportation, transfer, harboring, or receipt of people through force, fraud, or deception, with the aim of exploiting them for profit.
- **Relevance to Sports:** Young athletes, particularly those from disadvantaged backgrounds, can be targeted by traffickers who promise them opportunities for training or competition abroad.
- **Signs:** Unexplained absences, changes in behavior, or signs of physical or emotional abuse can be indicators of trafficking.



- **Response:** Educate athletes and their families about the risks of trafficking and encourage them to report any suspicious activity to authorities.

Poor Practice

- **What:** Actions or inactions by coaches, trainers, or officials that put an athlete's physical or emotional well-being at risk.
- **Relevance to Sports:** Poor Practice / Low Level Concerns occur in instances where members of the sports workforce do not uphold the highest standards of care and support when carrying out their duties. Where poor practice is unchallenged and allowed to continue this can become abuse. Poor practice is unacceptable and where highlighted must always be treated seriously and appropriate action be taken.
- **Signs:** Frequent injuries, fatigue, burnout, or emotional distress can indicate poor practice.
- **Response:** Organizations should establish clear guidelines for training and competition, ensuring that athletes' health and safety are prioritized.

Punishment

- **What:** Punishment in sports can become abusive when it involves actions or behaviors that harm an athlete physically, emotionally, or psychologically. It extends beyond discipline, crossing into degrading, unsafe, or coercive actions. This includes actions such as public humiliation, physical penalties (e.g., forced excessive exercise), verbal abuse, or the withholding of essential needs like water, rest, or medical care. Abuse can occur at all levels, from grassroots to elite sports, perpetrated by coaches, teammates, or officials.
- **Relevance to Sports:** In sports, punishment can involve excessively harsh training, forced activities, or withholding essentials like food, water, or rest under the guise of discipline. It might also manifest

as public humiliation, verbal abuse, isolation, ignoring injuries or mental health needs used to exert control or as misguided motivation. Additionally, power dynamics can lead to sexual abuse or exploitation, with perpetrators misusing disciplinary contexts to initiate inappropriate behavior.

- **Signs:** Critical indicators of harm may include unexplained injuries, persistent fatigue, malnutrition, or dehydration. Athletes might display withdrawal, fearfulness around certain individuals, a sudden decline in performance, or reluctance to attend practice sessions. Supplementary signs comprise low self-esteem, depression, anxiety, or significant mood changes. Also, verbal cues, such as athletes describing degrading treatment or punitive actions that seem excessive, can also signal abuse. Recognizing these signs is essential for safeguarding athletes and ensuring a supportive and safe sports environment.
- **Response:** To address abuse in sports, prevention efforts must include the implementation of safeguarding policies, regular training for coaches and staff, and the establishment of clear codes of conduct that explicitly prohibit abusive practices. Reporting mechanisms should be safe, confidential, and accessible, ensuring that both athletes and witnesses feel empowered to come forward. Support systems must be in place to provide immediate counseling, medical care, and emotional assistance to affected individuals. Finally, swift investigations and enforcement of penalties for perpetrators, coupled with a strong zero-tolerance stance, are essential to deter future abuse. This integrated approach ensures the protection, dignity, and well-being of athletes while fostering ethical and inclusive sports environments.

2.8. Manifestations of Violence Against Women and Girls in Sport

Gender-based violence against women and girls in sport takes on many forms, ranging from subtle discrimination to overt physical and sexual abuse. These manifestations are often deeply rooted in societal gender inequalities and power imbalances that permeate the sports world. Examining specific examples and real-life cases will help us gain a clearer understanding of how GBV impacts female athletes in Africa and globally, highlighting the urgency of creating safer and more equitable sporting environments.

Sexual Harassment and Abuse

- **What:** Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. This can range from sexually suggestive comments and jokes to inappropriate touching, assault, and rape.
- **Examples:** A coach demanding sexual favors from an athlete in exchange for playing time, a teammate repeatedly making sexually explicit comments towards another player, or a fan groping an athlete during a public appearance.
- **Impact:** Sexual harassment and abuse can cause significant psychological trauma, including anxiety, depression, post-traumatic stress disorder (PTSD), and low self-esteem. It can also lead to physical injuries and long-term health problems.

Case Study: South Africa

In 2019, a South African female footballer bravely came forward to report that she had been sexually assaulted by a coach during a training camp. Her story brought to light the prevalence of sexual harassment and abuse in South African women's football, sparking a national conversation about the need for better protection and support for female athletes. This case led to the coach's suspension and prompted the South African Football Association (SAFA) to review and strengthen its safeguarding policies and procedures.

Exploitation

- **What:** The use of someone's vulnerability for personal gain, often involving deception, coercion, or abuse of power.
- **Examples:** A coach taking advantage of an athlete's financial dependence by controlling their earnings or requiring them to perform personal tasks.
- **Impact:** Exploitation can rob athletes of their autonomy and control over their lives, leading to feelings of helplessness, shame, and anger.

Discrimination

- **What:** Unfair treatment based on gender, including denying opportunities, resources, or equal pay.
- **Examples:** A female athlete being denied access to training facilities or equipment available to male athletes, a female coach being paid less than her male counterparts, or a female athlete being excluded from media coverage.
- **Impact:** Discrimination perpetuates gender inequality in sports and can undermine women and girls' confidence, motivation, and athletic development.



Online Harassment and Abuse

- **What:** Targeted harassment, threats, or abuse directed towards someone online, often through social media platforms.
- **Examples:** Female athletes receiving derogatory comments or threats on their social media accounts, being targeted with sexually explicit images or videos, or having their personal information shared online without their consent.
- **Impact:** Online harassment and abuse can cause significant emotional distress, anxiety, depression, and even lead to self-harm or suicide. It can also discourage women and girls from participating in sports and expressing themselves freely online.

Other Manifestations

GBV against women and girls in sports can also manifest as:

- **Body-Shaming:** Criticizing or ridiculing an athlete's body shape, size, or appearance.
- **Objectification:** Reducing a female athlete to her physical appearance or sexual appeal.
- **Stereotyping:** Making assumptions about a female athlete's abilities or interests based on her gender.
- **Lack of Representation:** Underrepresentation of women in coaching, leadership, and decision-making roles in sports.



Punishment in sports can become abusive when it involves actions or behaviors that harm an athlete physically, emotionally, or psychologically. It extends beyond discipline, crossing into degrading, unsafe, or coercive actions!

Chapter 3



LEGAL AND POLICY FRAMEWORK FOR ADDRESSING VIOLENCE IN SPORTS

3.1. Relevant National Laws and Policies

3.1.1. Tanzania Mainland Legislation

- **The Law of the Child Act (2009):** This act is the cornerstone of child protection in Tanzania.
 - ⇒ **Definition of Violence:** It broadly defines violence against children, including physical, sexual, and emotional abuse, neglect, and harmful traditional practices. It explicitly prohibits such acts in all settings, including sports.
 - ⇒ **Penalties:** The act prescribes penalties for offenses against children, including fines, imprisonment, or both. The severity of the penalty depends on the nature of the offense.
 - ⇒ **Specific Provisions:** The act mandates reporting of suspected child abuse, establishes child protection committees at various levels, and outlines procedures for handling child abuse cases. It also promotes child participation in decision-making that affects them, including in the sports context.
- **The Sexual Offences Special Provisions Act (1998):** This act focuses on sexual offenses and provides additional protection for children and vulnerable groups.
 - ⇒ **Definition and Prohibition:** It defines and prohibits various sexual offenses, including rape, defilement, sexual harassment, and indecent assault. It recognizes the vulnerability of children and people with disabilities and provides specific provisions to protect them from sexual violence, even in the context of sports activities.
 - ⇒ **Penalties:** The act prescribes harsh penalties for sexual offenses, including life imprisonment for aggravated offenses.

- **Other Relevant Laws:** Other laws that may be relevant include:
 - ⇒ **The Employment and Labour Relations Act (2004):** This may address issues of harassment and discrimination in the workplace, which can also be applicable to the sports environment.
 - ⇒ **The Persons with Disabilities Act (2010):** This act prohibits discrimination against persons with disabilities and promotes their equal participation in all aspects of life, including sports.
 - ⇒ **The Penal Code of Tanzania (Revised Edition, 2002):** This comprehensive law criminalizes various forms of abuse and violence, including assault, harassment, and abuse, which can be applicable to cases of violence in sports contexts.

Policies

- **The National Sports Policy of Tanzania (1995):** Provides guidelines on creating an inclusive, safe, and fair environment in sports. It encourages the involvement of women and marginalized groups and stresses the importance of safeguarding athletes' well-being.
- **The National Child Policy (2008):** This policy provides a comprehensive framework for child protection and development. It addresses issues such as child participation, protection from violence, and access to essential services. It recognizes the importance of sports in child development and calls for measures to ensure a safe and inclusive sports environment for all children.
- **The National Gender Policy (2008):** This policy aims to promote gender equality and empower women. It highlights the importance of addressing gender-based violence and discrimination in all sectors, including sports. It calls for measures to promote women's participation in sports and leadership roles.



- **The National Disability Policy (2004):** This policy aims to ensure the rights and well-being of persons with disabilities. It recognizes the importance of sports for their physical and mental health and calls for measures to remove barriers to their participation in sports.

National Partners

- **Ministry of Health, Community Development, Gender, Elderly, and Children:** This ministry is the primary government body responsible for child and gender protection. It plays a crucial role in developing and implementing policies, coordinating services, and raising awareness about violence against children and women.
- **Ministry of Information, Culture, Arts and Sports:** This ministry oversees sports development and is responsible for ensuring a safe and inclusive sports environment for all. It works with sports federations to develop policies and programs to prevent violence in sports.
- **Police Gender and Children's Desks:** These specialized police units are responsible for handling cases of violence against women and children. They work closely with other agencies to investigate and prosecute offenders.
- **NGOs:** Numerous NGOs work to prevent and respond to violence against women and children in Tanzania. Some key organizations include:
 - ⇒ Tanzania Media Women's Association (TAMWA)
 - ⇒ Women's Legal Aid Centre (WLAC)
 - ⇒ Kiota Women's Health and Development Organization (KIWOHEDE)

3.1.2. Zanzibar Legislation

- **The Children and Young Persons Decree (2011):** This is the primary law protecting children in Zanzibar.
 - ⇒ **Definition of Violence:** The decree defines and prohibits various forms of violence against children, including physical abuse, sexual abuse, neglect, and harmful traditional practices. It also recognizes emotional abuse as a form of violence.
 - ⇒ **Penalties:** The decree prescribes punishments for offenses against children, which can include fines, imprisonment, or both, depending on the severity of the offense.
 - ⇒ **Specific Provisions:** It establishes mechanisms for reporting child abuse, mandates the creation of child protection committees, and outlines procedures for handling cases of child abuse. It also promotes child participation in decision-making processes.
- **The Sexual Offences Act (2016):** This law focuses on sexual offenses and provides additional protection for children and vulnerable groups.
 - ⇒ **Definition and Prohibition:** It broadly defines and prohibits various sexual offenses, including rape, defilement, sexual harassment, and indecent assault. It recognizes the vulnerability of children and people with disabilities and provides specific provisions to protect them from sexual violence, even in the context of sports.
 - ⇒ **Penalties:** The act prescribes harsh penalties for sexual offenses, including life imprisonment for aggravated offenses.
- **Other Relevant Laws:**
 - ⇒ **Zanzibar Gender Policy (2018):** This policy provides a framework for promoting gender equality and the empowerment of women and girls across various sectors, including sports.

- ⇒ **National Plan of Action to End Violence Against Women and Children (NPA- VAWC) 2017–2022:** This strategic framework aims to eliminate violence against women and children across various sectors, including sports, by promoting safe environments and protective measures.
- ⇒ **The Zanzibar Child Protection Policy (2013):** Protects children from abuse and exploitation, including in sports, ensuring they participate in safe and supportive environments.
- ⇒ **Zanzibar Disability Policy (2023):** This policy focuses on the rights and inclusion of persons with disabilities, emphasizing their participation in all areas, including sports, and ensuring their protection from discrimination and abuse.
- ⇒ **Children's Act No. 6 of 2011:** This comprehensive legislation outlines the rights and best interests of children, establishing children's courts and provisions for the care and protection of vulnerable children, including those in sports.
- ⇒ **Zanzibar Vision 2050:** A long-term development plan that includes objectives for gender equality and the empowerment of women and children, promoting their active and safe participation in sports and other social activities.
- ⇒ **Zanzibar Youth Development Policy (2023):** This policy aims to empower youth by promoting their active participation in various sectors, including sports, and emphasizes the importance of creating safe environments free from discrimination and abuse.
- ⇒ **Zanzibar Sports Policy (2018):** This provides a strategic framework to promote inclusive sports development across the islands. It emphasizes equal participation, safeguarding the

rights of women, girls, and children, and addressing the needs of persons with disabilities in sports. The policy outlines measures to combat discrimination, enhance infrastructure, and support talent development.

- ⇒ **Zanzibar Penal Code (Cap 13):** Like its mainland counterpart, this penal code criminalizes various forms of violence, including physical assault, which may be relevant to violent incidents in sports.

National Partners

- **Ministry of Community Development, Gender, Children and Elderly:** This ministry is responsible for child protection and women's empowerment in Zanzibar. It plays a crucial role in developing and implementing policies, coordinating services, and raising awareness about violence against women and children.
- **Ministry of Education and Vocational Training:** This ministry oversees sports in schools and is responsible for ensuring a safe and inclusive sports environment for children.
- **Police Gender and Children's Desks:** These specialized police units handle cases of violence against women and children. They work closely with other agencies to investigate and prosecute offenders.
- **NGOs: Several NGOs work to prevent and respond to violence against women and children in Zanzibar.** Some key organizations include:
 - ⇒ Zanzibar Female Lawyers Association
 - ⇒ Jumuiya ya Wanawake wenye Ulemavu Zanzibar
 - ⇒ Zanzibar Child Rights Forum



3.2. International Standards and Best Practices

3.2.1. International Frameworks UN

Conventions

- **Convention on the Rights of the Child (CRC):** This is the most comprehensive international treaty on children's rights.
 - ⇒ **Relevance to Sports:** The CRC recognizes the child's right to protection from all forms of violence, including in sports. It emphasizes the importance of play and recreation for children's development and calls for measures to ensure a safe and inclusive sports environment.
 - ⇒ **Application:** The CRC provides a framework for developing child protection policies and procedures in sports. It requires states to take all appropriate measures to prevent violence against children, investigate cases of abuse, and provide support to victims.
- **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW):** This convention addresses the rights of women and girls.
 - ⇒ **Relevance to Sports:** CEDAW prohibits discrimination against women in all areas of life, including sports. It calls for equal opportunities for women and girls to participate in sports and condemns all forms of violence and harassment against them.
 - ⇒ **Application:** CEDAW provides a basis for challenging discriminatory practices in sports, such as unequal funding, limited opportunities for women coaches, and sexual harassment of female athletes.

- **Convention on the Rights of Persons with Disabilities (CRPD):** This convention promotes the rights and inclusion of persons with disabilities.
 - ⇒ **Relevance to Sports:** The CRPD recognizes the right of persons with disabilities to participate in sports and recreational activities on an equal basis with others. It calls for reasonable accommodation to be made to enable their participation.
 - ⇒ **Application:** The CRPD provides a framework for developing inclusive sports policies and programs. It requires states to remove barriers to participation, provide accessible facilities, and support athletes with disabilities.

Other Instruments

- **UNESCO Guidelines on Preventing and Addressing Violence and Discrimination based on Gender Identity and Sexual Orientation in Education:** While primarily focused on education, these guidelines offer valuable insights and recommendations that can be applied to the sports context.
- **IOC Consensus Statement on Sexual Harassment and Abuse in Sport:** This statement outlines a zero-tolerance approach to sexual harassment and abuse in sports. It provides guidance on prevention, reporting, and support for victims.
- **Other International Bodies:** Relevant guidelines and recommendations have also been issued by organizations such as the World Health Organization (WHO) and the Council of Europe.

3.2.2. Regional Frameworks

- **East African Community (EAC) Treaty:** This treaty provides a framework for regional cooperation on various issues, including social development. It recognizes the importance of sports in promoting regional integration and calls for collaboration to address challenges such as violence in sports.

- **East African Community Gender Policy (2017):** This policy promotes gender equality and women's empowerment in the region. It calls for measures to address gender-based violence in all sectors, including sports.
- **Regional Sports Federations:** Some regional sports federations, such as the Council of East and Central Africa Football Associations (CECAFA), have their own policies and programs to address violence in sports.

3.3. Sports Federations' Commitments, Provisions, and Initiatives

Global sports federations, including those governing football, basketball, netball, tennis, and athletics, have made significant commitments to preventing violence and ensuring safer, more inclusive environments for athletes. These commitments often align with broader human rights standards, emphasizing protection against violence, discrimination, and abuse.

International Federation of Association Football (FIFA)

FIFA, as the governing body for football, has made strong commitments to safeguarding athletes, particularly women and children, from violence and abuse. It has adopted several initiatives to address Gender-Based Violence (GBV) in sports, including:

- **FIFA's Safeguarding Framework:** Includes mechanisms to protect minors from sexual exploitation and violence within football clubs and events, as well as mandatory safeguarding training for all football personnel.
- **FIFA's Gender Equality Policy (2020):** This policy promotes the inclusion of women in football and aims to combat violence, abuse, and harassment.

- **FIFA Guardians Program:** This comprehensive program focuses on child safeguarding in football. It includes:
 - ⇒ **FIFA Guardians Toolkit:** Provides practical guidance for implementing child safeguarding measures at all levels of football.
 - ⇒ **FIFA Guardians Education and Training:** Offers online courses and resources to raise awareness and build capacity among stakeholders.
 - ⇒ **FIFA Guardians Safeguarding in Sport Diploma:** A professional development program for safeguarding officers.
- **FIFA Women's Football Strategy:** This strategy aims to accelerate the growth of women's football and promote gender equality in the sport. It focuses on increasing female participation, improving the professionalization of women's football, and strengthening leadership opportunities for women.
- **FIFA Diversity Award:** This award recognizes organizations and individuals who have made outstanding contributions to diversity and anti-discrimination in football.

Implementation and Effectiveness at the National Level

FIFA's initiatives are implemented at the national level through member Football Associations (FAs). FAs are required to adopt and implement FIFA's safeguarding policies and to report on their progress regularly. FIFA provides training and support to FAs to help them implement these initiatives effectively.

The effectiveness of FIFA's initiatives has been mixed. While there have been some positive developments, such as increased awareness of child safeguarding and greater participation of women in football, challenges remain. These include:

- **Implementation Gaps:** Some FAs struggle to implement FIFA's policies due to limited resources, capacity constraints, or lack of political will.



- **Enforcement Challenges:** There can be difficulties in enforcing safeguarding measures, particularly in cases where powerful individuals are involved.
- **Cultural Barriers:** In some contexts, traditional gender norms and attitudes towards disability can hinder progress towards gender equality and inclusion.

CAF (Confederation of African Football)

CAF has several policies and programs aimed at preventing violence in African football. These include:

- **CAF Safeguarding Program:** This program sets out standards for protecting children, young people, and vulnerable adults in football. It covers issues such as child protection, gender-based violence, and discrimination. CAF in 2022 launched the CAF Safeguarding Programme - a uniquely designed initiative by the governing body of African football to establish safe and secure environments across Africa for football development.
- **CAF Women's Football Strategy:** This strategy aims to promote women's football in Africa and address the specific challenges faced by women and girls in the sport.
- **CAF Social Responsibility Programs:** CAF supports various programs aimed at using football to promote social development and peace.
- **CAF Club Licencing Regulations Article 28, S.05 Player and Children Protection and Welfare.** A The licence applicant must establish and apply measures, in line with any relevant CAF guidelines, to protect, safeguard, and ensure the welfare of youth players, ensuring they are in a safe environment when participating in activities organised by the licence applicant. The Licence Applicant should work with locally based child protection expertise and have a child safeguarding officer within its administration to develop and implement such measures, including having a child safeguarding policy.

FIVB (Fédération Internationale de Volleyball)

FIVB Overview:

The Fédération Internationale de Volleyball (FIVB) is the global governing body responsible for overseeing and developing volleyball and beach volleyball worldwide. It seeks to make volleyball a universally accessible and enjoyable sport, emphasizing inclusivity, professional excellence, and community engagement.

Global Reach and Development Goals:

FIVB drives volleyball's growth across all levels—grassroots, amateur, and professional—ensuring it reaches diverse communities, including underserved regions. Key focus areas include:

- **Gender Equality:**
 - ⇒ FIVB places special emphasis on increasing women's participation in volleyball, both as players and in leadership roles like coaching and refereeing.
 - ⇒ Advocates for reducing gender disparity by offering equal opportunities and resources for men and women.
- **Technical and Operational Capacity Building:**
 - ⇒ Supports national federations in building their technical infrastructure to professionalize volleyball.
 - ⇒ Provides resources for organizing national tournaments, training referees, and developing grassroots-level coaches.
- **Global Competitions:**
 - ⇒ FIVB organizes high-profile tournaments such as the Volleyball Nations League and the FIVB World Championship, inspiring participation and professional growth.

- ⇒ Promotes beach volleyball as an accessible and exciting sport, ideal for coastal areas like Zanzibar.

Programs Zanzibar Can Adopt:

FIVB has specific initiatives that Zanzibar can leverage to enhance volleyball development across the islands:

- **FIVB Volleyball Empowerment Program:**

- ⇒ **Grants and Resources:** Provides funding to develop volleyball infrastructure, including indoor and beach volleyball courts.
- ⇒ **Training Programs:** Offers capacity-building initiatives for local stakeholders such as coaches, referees, and administrators, ensuring they meet global standards.
- ⇒ **Player Development:** Supports talent identification and mentoring for promising athletes to compete at regional and international levels.

- **School and Youth Initiatives:**

- ⇒ **Integration into Education Systems:** Introduces volleyball as part of the school curriculum, promoting physical activity and teamwork among students.
- ⇒ **Community Leagues:** Encourages the formation of school and community volleyball leagues to create structured opportunities for participation.
- ⇒ **Early Engagement:** Targets children and adolescents to foster a lifelong interest in volleyball, emphasizing fun and learning over competition initially.

- **Beach Volleyball Development:**

- ⇒ **Utilizing Zanzibar's Coastline:** Promotes beach volleyball as a key sporting activity, utilizing Zanzibar's abundant coastal areas to host training camps and tournaments.

- ⇒ **International Tournaments:** Positions Zanzibar as a potential hub for regional and international beach volleyball events, boosting tourism and local sports engagement.

- **Women in Volleyball Initiatives:**

- ⇒ **Mentorship Programs:** Develops programs to encourage female athletes to transition into leadership roles within volleyball federations.
- ⇒ **Inclusive Tournaments:** Advocates for tournaments and leagues that prioritize women's participation and equal representation.

FIBA (International Basketball Federation)

The International Basketball Federation (FIBA) is dedicated to the global promotion and development of basketball, leveraging the sport as a powerful tool for social transformation and educational advancement. Its initiatives aim to foster inclusivity, promote gender equality, and use basketball to tackle social challenges such as inequality and limited access to education. FIBA's programs and frameworks provide opportunities for Zanzibar to align its basketball development goals with global standards.

Basketball for Good Initiative

This flagship initiative by FIBA emphasizes using basketball as a catalyst for positive change, addressing social inequalities and enhancing community engagement.

- **Addressing Social Issues:**

- ⇒ Promotes basketball as a means to combat inequality, particularly gender and socio-economic disparities.
- ⇒ Advocates for using sports to improve access to education by integrating basketball with educational and life-skills programs.



- ⇒ Encourages collaboration with schools and NGOs to provide equal opportunities for underserved communities.

- **Life Skills Training and Community Building:**

- ⇒ Develops basketball programs that teach leadership, conflict resolution, and teamwork.
- ⇒ Uses basketball events to strengthen community ties, foster respect, and promote cultural exchange.

Programs Zanzibar Can Align With

1. Youth Development Programs

Grassroots projects targeting children and youth provide a strong foundation for Zanzibar to develop basketball talent while addressing broader social objectives.

- **Focus on Underserved Areas:**

- ⇒ Introduce basketball in schools and communities with limited access to sports facilities.
- ⇒ Partner with local organizations to build basketball courts and provide necessary equipment.

- **Leadership and Discipline:**

- ⇒ Use basketball to instill leadership qualities and discipline in young athletes.
- ⇒ Offer coaching clinics and mentorship programs to nurture talent at the grassroots level.

- **Youth Tournaments:**

- ⇒ Organize inter-school and community leagues to create competitive opportunities and identify emerging talents.

2. 3x3 Basketball

3x3 basketball, a dynamic and fast-growing urban form of the sport, offers Zanzibar an accessible way to promote basketball with minimal infrastructure requirements.

- **Urban Sports Revolution:**

- ⇒ Create pop-up courts in public spaces like parks and beaches to engage youth.
- ⇒ Promote 3x3 as an alternative for urban youth, focusing on fun and fast-paced gameplay.

- **Community Tournaments:**

- ⇒ Organize 3x3 tournaments for schools, clubs, and communities to popularize the format.
- ⇒ Partner with FIBA's 3x3 programs to connect local events to regional and global tournaments.

- **Skill Development:**

- ⇒ Use 3x3 basketball to focus on essential basketball skills like shooting, passing, and defense, with smaller teams allowing more individual involvement.

3. Women in Basketball

FIBA champions gender equality in basketball, making women's empowerment a central aspect of its initiatives.

- **Increasing Participation:**

- ⇒ Launch programs encouraging girls and women to participate in basketball as players, coaches, and referees.
- ⇒ Provide scholarships and training programs for female athletes and administrators.

- **Leadership Roles:**

- ⇒ Advocate for women to take leadership roles within basketball federations, breaking stereotypes and fostering inclusivity.
- ⇒ Organize workshops and seminars for women in sports leadership.

- **Creating Safe Spaces:**

- ⇒ Ensure women and girls have access to safe and harassment-free environments for training and competition.
- ⇒ Work with schools and community centers to establish exclusive basketball programs for women.

Olympic Commitments (IOC)

The International Olympic Committee (IOC) is a global leader in promoting the values of sportsmanship, inclusion, and excellence in sports. It provides frameworks and guidelines that aim to make sports accessible, equitable, and sustainable across all regions. Through its initiatives like the **Olympic Agenda 2020+5**, the IOC seeks to address global challenges while fostering development through sports.

Olympic Agenda 2020+5

This strategic roadmap builds upon previous IOC commitments, integrating modern priorities for sports development. It includes:

- **Youth Engagement:**

- ⇒ Encourages increased participation of young people in sports as a means of fostering healthy lifestyles, leadership skills, and community involvement.
- ⇒ Promotes digital innovations, such as esports and online competitions, to engage tech-savvy youth populations.

- **Sustainability in Sports:**

- ⇒ Advocates for environmentally conscious sports infrastructure, including energy-efficient stadiums and the use of sustainable materials in sports facilities.
- ⇒ Emphasizes reducing the carbon footprint of sports events by adopting green practices, such as waste management and renewable energy solutions.

- **Gender Equality:**

- ⇒ Aims to equalize opportunities for men and women in sports, focusing on creating pathways for women in leadership, coaching, and competitive sports.
- ⇒ Supports campaigns to combat gender-based discrimination and harassment in sports.

- **Inclusion of Persons with Disabilities:**

- ⇒ Promotes adaptive sports through initiatives like the Paralympic Games, encouraging countries to develop programs for persons with disabilities.
- ⇒ Provides resources and training for coaches to support athletes with disabilities.

Zanzibar Alignment Opportunities

To align with these global commitments, Zanzibar can adopt and integrate the following initiatives:

Sports for All Programs

- **Development of Inclusive Sports Programs:**

- ⇒ Design programs targeting underrepresented groups, such as women, youth, and persons with disabilities.



- ⇒ Create partnerships with schools, local councils, and NGOs to deliver training sessions and sports festivals in underserved areas.

- **Infrastructure and Accessibility:**

- ⇒ Upgrade community sports facilities to accommodate diverse sports and ensure accessibility for persons with disabilities.
- ⇒ Focus on volleyball, basketball, and athletics as entry-point sports due to their popularity and accessibility.

- **Capacity Building:**

- ⇒ Train educators and community leaders in delivering inclusive sports activities and teaching Olympic values such as respect, excellence, and fair play.

Olympic Sports Promotion

- **Integration into National Competitions:**

- ⇒ Incorporate Olympic sports such as athletics, swimming, and volleyball into Zanzibar's national championships, ensuring they become a key feature of the sports calendar.
- ⇒ Organize talent scouting programs in schools and community leagues to identify and nurture potential Olympians.

- **Cultural Exchange and Unity:**

- ⇒ Use sports events as platforms to foster cultural unity by organizing regional and international tournaments, bringing together participants from different backgrounds.
- ⇒ Collaborate with neighboring countries to create cross-border sports competitions that promote peace and cooperation.

- **Youth Olympics Development Pathways:**

- ⇒ Encourage Zanzibar's youth to participate in Youth Olympics training programs to develop skills and gain exposure to global competitions.
- ⇒ Work with the IOC and national Olympic committees to provide scholarships and resources for talented athletes.

UNESCO's International Charter of Physical Education, Physical Activity, and Sport

This charter, adopted by UNESCO in 1978 and revised in 2015, serves as a global guideline for the development and promotion of physical education and sports as fundamental human rights. It highlights the role of sports in fostering equality, inclusion, and overall well-being across diverse populations.

Global Guidelines

- **Recognition of Sports as a Basic Right:**

- ⇒ The charter advocates for governments to treat access to sports and physical education as essential rights, ensuring that every individual, regardless of gender, age, or ability, has the opportunity to participate.
- ⇒ This includes access to safe and adequate sports facilities, as well as policies that prevent discrimination in sports participation.

- **Gender Equality in Sports:**

- ⇒ Emphasizes the need to remove barriers that hinder women and girls from participating in sports, ensuring equal opportunities at all levels, from grassroots to professional sports.
- ⇒ Encourages the development of policies and programs that promote female leadership roles in sports management, coaching, and administration.

- **Inclusion of Persons with Disabilities:**

- ⇒ Stresses the importance of integrating adaptive sports programs and ensuring accessibility in all sports facilities.
- ⇒ Encourages partnerships with international organizations to provide resources for para- sports and train coaches in inclusive methodologies.

Zanzibar Adoption

- **Integration into Schools:**

- ⇒ **Curriculum Inclusion:** Incorporate volleyball, basketball, and athletics into school curriculums, ensuring structured programs that encourage participation from an early age.
- ⇒ **Teacher Training:** Provide specialized training for physical education teachers, focusing on techniques for engaging diverse groups, including girls and students with disabilities.
- ⇒ **Resource Allocation:** Ensure that schools are equipped with the necessary sports infrastructure, such as courts, balls, and other equipment, to facilitate regular physical activity.

- **Respect for Diversity:**

- ⇒ **Policy Development:** Create sports policies that reflect Zanzibar's cultural values while embracing diversity and promoting unity through sports.
- ⇒ **Community Engagement:** Organize community-based sports events that encourage participation across different ethnic, gender, and age groups, fostering inclusivity and mutual respect.
- ⇒ **Cultural Sensitivity:** Develop awareness campaigns to educate communities about the importance of diversity in sports, challenging stereotypes and encouraging acceptance.

- **Partnerships and Collaborations:**

- ⇒ Collaborate with UNESCO and regional sports organizations to implement global best practices in sports development.
- ⇒ Engage local NGOs and international bodies in designing programs that align with UNESCO's principles, ensuring sustainable and impactful outcomes.

- **Monitoring and Evaluation:**

- ⇒ Establish monitoring mechanisms to assess the inclusivity and effectiveness of sports programs in schools and communities.
- ⇒ Collect data on participation rates, particularly for women, girls, and persons with disabilities, to identify gaps and drive continuous improvement.

United Nations Sports for Development and Peace (SDP)

The United Nations' Sports for Development and Peace (SDP) initiative recognizes sports as a powerful tool to address global challenges and contribute to achieving the Sustainable Development Goals (SDGs). Leveraging the universal appeal of sports, the initiative aims to foster social inclusion, equality, and economic empowerment while addressing health, education, and conflict resolution.

Global Objective

- **Role of Sports in Promoting Peace:**

Sports are used as a neutral platform to build relationships, resolve conflicts, and promote reconciliation in divided communities. Initiatives often focus on post-conflict zones where sports can bridge social and cultural divides.



- **Health Promotion through Sports:**

Encourages the use of sports as a preventive tool to combat non-communicable diseases (NCDs) such as obesity, diabetes, and hypertension. Programs advocate for active lifestyles across age groups.

- **Gender Equality:**

Aims to empower women and girls by ensuring equal access to sports opportunities, leadership roles, and recognition in national and international competitions.

- **Partnership Models:**

Promotes collaboration between governments, civil society, educational institutions, private sectors, and international organizations to develop sustainable sports initiatives aligned with the SDGs.

Zanzibar Opportunities

a) Gender Equality (SDG 5):

- **Empowering Women through Volleyball and Basketball:**

- ⇒ Establish dedicated programs for women and girls to participate in volleyball and basketball, focusing on training, competition, and leadership development.
- ⇒ Partner with international organizations to create mentorship programs for female athletes and coaches.
- ⇒ Use these platforms to challenge cultural norms and stereotypes that limit women's participation in sports.

- **Women in Leadership Roles:**

- ⇒ Provide pathways for women to take on managerial, refereeing, and administrative roles in sports federations.

- ⇒ Organize campaigns to highlight the achievements of female athletes and encourage wider societal acceptance.

b) Health and Well-Being (SDG 3):

- **Promoting Physical Health:**

- ⇒ Design and implement sports-based health campaigns targeting schools, workplaces, and communities to promote regular exercise.
- ⇒ Collaborate with health organizations to host health awareness events tied to sports activities, such as community volleyball tournaments with free health screenings.

- **Mental Health Advocacy:**

- ⇒ Integrate sports into mental health programs, emphasizing their role in stress relief, confidence building, and fostering a sense of belonging.
- ⇒ Use team sports like basketball to teach cooperation and resilience among youth.

- **Combat Obesity and Sedentary Lifestyles:**

- ⇒ Develop structured sports programs to encourage active lifestyles, particularly among schoolchildren and urban communities.
- ⇒ Partner with educational institutions to introduce daily or weekly sports sessions.

c) Sports Diplomacy:

- **Hosting Friendly Matches and Tournaments:**

- ⇒ Organize regional and international volleyball and basketball tournaments to promote cultural exchange and unity.

- ⇒ Collaborate with neighboring countries to establish “peace games” that bring together diverse communities.

- **Strengthening Cross-Border Relationships:**

- ⇒ Use sports as a diplomatic tool to foster goodwill and cooperation between Zanzibar and other nations.
- ⇒ Engage in international partnerships to support Zanzibar athletes’ participation in global competitions, showcasing the region’s talent.

- **Engaging Marginalized Groups:**

- ⇒ Host inclusive sports events that involve youth, women, and persons with disabilities, demonstrating Zanzibar’s commitment to diversity and social harmony.

Implementation Recommendations

- Develop a **Zanzibar Sports for Development and Peace Action Plan**, focusing on aligning sports initiatives with SDG goals.
- Establish a **Multi-Stakeholder Sports Alliance**, including government agencies, NGOs, private sponsors, and international bodies, to fund and implement programs.
- Monitor and evaluate sports initiatives to measure their impact on gender equality, health outcomes, and social cohesion.

Special Olympics and Paralympics

Special Olympics and Paralympics are global movements dedicated to empowering persons with disabilities through sports, fostering inclusion, and breaking down barriers.

Inclusive Sporting Opportunities

- **Adaptive Sports Development:**

- ⇒ Introduce adaptive versions of popular sports like volleyball, basketball, and athletics tailored to the needs of persons with physical, intellectual, or sensory disabilities.
- ⇒ Provide guidance on modifying rules and equipment, such as using lightweight volleyballs or accessible basketball hoops, to ensure fair and enjoyable participation.

- **Talent Showcasing Platforms:**

- ⇒ Establish regular national-level para-sport competitions to provide persons with disabilities opportunities to demonstrate their skills.
- ⇒ Collaborate with international bodies like the International Paralympic Committee (IPC) to facilitate participation in regional and global events.

- **Inclusivity in Mainstream Events:**

- ⇒ Encourage the inclusion of para-sports categories in mainstream sporting events to promote visibility and equality.
- ⇒ Advocate for integrated events where persons with and without disabilities compete or train together, fostering mutual understanding and respect.

Zanzibar Adoption

- **Collaborations:**

- ⇒ **Training for Coaches and Staff:** Partner with international organizations, such as the Special Olympics or the IPC, to provide certified training for local coaches, referees, and sports administrators in adaptive sports.



- ⇒ **Access to Equipment:** Work with global federations and donors to secure specialized equipment, including wheelchairs for wheelchair basketball and assistive devices for athletics.
- ⇒ **Policy Alignment:** Align Zanzibar's sports policies with international commitments, ensuring comprehensive support for para-sports at every level.
- **Inclusive Sports Events:**
 - ⇒ **Community Awareness Days:** Organize regular community sports events to showcase the abilities of persons with disabilities, raising public awareness and combating stigma.
 - ⇒ **Annual Para-Sports Leagues:** Develop leagues in various sports, such as wheelchair basketball or seated volleyball, to create consistent competitive opportunities.
 - ⇒ **School Integration Programs:** Introduce adaptive sports into school curriculums to encourage early participation and normalize disability inclusion among children.
- **Capacity Building and Sustainability:**
 - ⇒ Develop programs to train persons with disabilities as coaches, officials, and sports administrators, ensuring sustainable leadership within the para-sports movement.
 - ⇒ Establish partnerships with local disability organizations to identify talent and advocate for the rights of athletes with disabilities.
- **Funding and Resource Mobilization:**
 - ⇒ Secure funding from international sports bodies, NGOs, and private sponsors to support the development of para-sports facilities and programs.
 - ⇒ Advocate for a percentage of the national sports budget to be allocated to inclusive sports initiatives.

Emerging Global Sports Trends (Esports, Cricket, and Tennis)

Recognizing and leveraging emerging sports trends provides Zanzibar with opportunities to diversify its sports programs and tap into the interests of different demographics, particularly youth and international audiences.

Esports

Esports, or competitive gaming, has rapidly grown into a global phenomenon, engaging millions of players and spectators worldwide.

- **Youth Engagement:**
 - ⇒ Introduce structured esports tournaments to attract and engage youth who might not participate in traditional sports.
 - ⇒ Promote esports as a platform for teamwork, strategy development, and digital literacy.
- **Partnerships with Global Organizations:**
 - ⇒ Collaborate with international esports organizations and platforms such as ESL (Electronic Sports League) and other regional bodies to host tournaments in Zanzibar.
 - ⇒ Build relationships with tech companies to provide equipment, training, and funding for esports events.
- **Infrastructure and Training:**
 - ⇒ Establish esports hubs in schools, community centers, or libraries to provide access to gaming facilities.
 - ⇒ Train coaches and mentors to guide players on balancing esports participation with education and well-being.
- **Economic Potential:**
 - ⇒ Leverage esports for tourism by hosting regional competitions, drawing international players and spectators to Zanzibar.

Cricket

Cricket is a sport with a strong international following, especially in Commonwealth countries, and has the potential to grow in Zanzibar.

- **Community Outreach and Development:**

- ⇒ Partner with regional cricket boards, such as the East Africa Cricket Board, to bring cricket programs to Zanzibar's schools and communities.
- ⇒ Organize workshops and clinics to teach the fundamentals of cricket, focusing on both boys and girls.

- **Infrastructure Development:**

- ⇒ Identify and repurpose open spaces for cricket pitches, starting with community parks and school grounds.
- ⇒ Work with local governments to secure funding for developing cricket infrastructure, including practice nets and mini stadiums.

- **Talent Identification and Competitions:**

- ⇒ Host local cricket leagues and inter-school competitions to identify and nurture emerging talent.
- ⇒ Create pathways for top performers to participate in regional and international tournaments.

- **Cultural Integration:**

- ⇒ Promote cricket as a unifying sport, highlighting its ability to foster teamwork and discipline.
- ⇒ Celebrate cricket's cultural connections to countries with large diaspora communities that could support Zanzibar's cricket initiatives.

Tennis

Tennis offers a blend of individual and team competition and is recognized as a sport that promotes health, focus, and discipline.

- **Collaboration with International Federations:**

- ⇒ Partner with organizations like the International Tennis Federation (ITF) and regional tennis associations to introduce structured development programs in Zanzibar.
- ⇒ Seek funding and training support to set up tennis academies or training camps.

- **Infrastructure Development:**

- ⇒ Build and maintain public tennis courts in urban areas to make the sport accessible to the general population.
- ⇒ Encourage private sector involvement in sponsoring tennis courts or clubs in schools and communities.

- **Training and Coaching:**

- ⇒ Provide training for local coaches through international certifications and workshops.
- ⇒ Organize clinics and workshops for youth and adults to promote participation and interest in tennis.

- **Youth and Women's Participation:**

- ⇒ Create programs specifically targeted at introducing tennis to girls and young women, empowering them through sports.
- ⇒ Offer scholarships or sponsorships for talented players to train and compete internationally.



- **International Visibility:**

- ⇒ Host regional tennis tournaments in Zanzibar to draw attention to local talent and promote tourism.

Relevance to the East African Context

CAF's initiatives are highly relevant to the East African context, where violence against women and children in sports is a significant concern. However, as with FIFA, implementation and enforcement remain challenges.

Zanzibar Sport Federations

Zanzibar's sports federations have varying levels of commitment to protecting vulnerable groups. Some federations have developed their own safeguarding policies, while others rely on national or international guidelines.

Challenges and Opportunities

- **Limited Resources:** Many Zanzibar sport federations have limited resources, making it difficult to implement comprehensive safeguarding measures.
- **Lack of Awareness:** There is often a lack of awareness among athletes, coaches, and administrators about the importance of safeguarding and the specific risks faced by vulnerable groups.
- **Cultural Barriers:** Traditional gender norms and attitudes towards disability can present challenges to promoting gender equality and inclusion in sports.
- **Opportunities:** There are opportunities for Zanzibar's sports federations to collaborate with international organizations, national bodies, and NGOs to strengthen their safeguarding efforts.

CECAFA (Council for East and Central Africa Football Associations)

CECAFA is a regional football governing body that plays a crucial role in promoting and developing football in East and Central Africa. While not as globally recognized as FIFA or CAF, CECAFA has its own initiatives aimed at addressing violence in the sport:

- **CECAFA Code of Conduct:** This code outlines expected behaviors for all participants in CECAFA competitions, including players, coaches, officials, and fans. It prohibits any form of violence, discrimination, or harassment.
- **CECAFA Fair Play Awards:** These awards recognize teams and individuals who demonstrate exemplary behavior on and off the field, promoting a culture of respect and fair play.
- **CECAFA Women's Championship:** This tournament promotes women's football in the region and provides opportunities for female athletes to compete at a high level.

Relevance to the East African Context

CECAFA's initiatives are particularly relevant to the East African context, as they directly address issues of violence and discrimination in the region's football landscape. However, similar to FIFA and CAF, implementation and enforcement remain challenges for CECAFA.

Other International and Regional Sports Federations

In addition to the major football governing bodies, various other international and regional sports federations have policies and initiatives aimed at addressing violence in their respective sports. These may include:

- **International Olympic Committee (IOC):** The IOC has a comprehensive safeguarding policy and promotes various initiatives to protect athletes from harassment and abuse.

- **International Paralympic Committee (IPC):** The IPC is committed to creating a safe and inclusive environment for para-athletes and has its own safeguarding policies.
- **World Athletics:** The global governing body for athletics has a safeguarding policy and initiatives to prevent and address harassment and abuse in the sport.
- **Other Regional Federations:** Regional federations for sports like basketball, volleyball, and rugby often have codes of conduct and policies related to athlete welfare and protection.

National and Local Sports Organizations in Tanzania and Zanzibar

While international and regional federations set important standards and guidelines, the practical implementation and enforcement of safeguarding measures often fall to national and local sports organizations.

- **National Sports Federations:** Each sport in Tanzania and Zanzibar typically has a national federation responsible for governing the sport at the national level. These federations should have clear policies and procedures in place to protect children, women, and individuals with disabilities from violence, abuse, and harassment. At a National Level we should have a National Safeguarding in Sport Policy and Plan. It is important to investigate the policies and initiatives of these federations for various sports (e.g., athletics, basketball, swimming) to determine their commitment to safeguarding vulnerable groups.
- **Local Sports Clubs and Organizations:** Local clubs and organizations play a crucial role in creating a safe and inclusive environment for athletes at the grassroots level. It is essential to assess the extent to which these local entities have adopted safeguarding policies and procedures. Identify any gaps or challenges they face in implementation, such as lack of resources, training, or awareness.

- **Collaboration and Coordination:** Strengthening safeguarding efforts across all sports in Tanzania and Zanzibar requires collaboration and coordination among different stakeholders. This includes:

- ⇒ **Sports Federations:** Sharing best practices, resources, and expertise on safeguarding.
- ⇒ **Government Agencies:** Providing oversight, enforcement, and support for safeguarding initiatives.
- ⇒ **NGOs:** Offering training, advocacy, and support services for victims of violence and abuse.
- ⇒ **Athletes and Parents:** Raising awareness, reporting concerns, and advocating for their rights.

3.4. Efforts, Provisions, and Frameworks by other Actors in Sport in East Africa Regional Organizations, NGOs, and Community Groups

- **Zanzibar-Specific Focus:** While the organizations mentioned previously operate in East Africa, some may have specific programs or adaptations for Zanzibar. For instance, Moving the Goalposts (MTG) has a presence in both Kenya and Zanzibar, tailoring their approach to the cultural nuances and needs of Zanzibar girls. Research should specifically highlight such tailored efforts.
- **Local Zanzibar NGOs:** There are numerous local NGOs in Zanzibar focused on women's empowerment, child protection, and community development. Some may specifically use sports as a tool for social change. These should be identified, and their programs highlighted.



Examples might include:

- **Zanzibar Female Lawyers Association (ZAFELA):** This organization advocates for women's rights and might offer legal aid to female athletes facing abuse or discrimination.
- **Zanzibar Association for People with Disabilities (ZAPD):** This organization might partner with sports clubs to create inclusive programs for athletes with disabilities.
- **Community-Based Initiatives:** Zanzibar has a rich tradition of community-based sports clubs and organizations. Many of these may have informal mechanisms for addressing violence or promoting positive values through sports. Research should explore these grassroots efforts and document their impact.
- **Faith-Based Organizations (FBOs):** In Zanzibar, FBOs play a significant role in community life. Some may offer sports programs or support initiatives that promote well-being and protect vulnerable groups. Their contribution should be acknowledged.

Practical Guidance and Recommendations

- **Cultural Sensitivity:** Recommendations and guidelines should be culturally sensitive to the Zanzibar context. This might involve considering the role of religious leaders, community elders, or traditional practices in addressing violence in sports and dressing code for athletes.
- **Legal System Considerations:** Zanzibar has a distinct legal system, which includes elements of Islamic law. Recommendations should consider how to navigate this legal framework when addressing cases of violence or discrimination in sports.
- **Resource Constraints:** Zanzibar faces resource limitations compared to mainland Tanzania. Practical guidance should offer solutions that are feasible and sustainable within the context of Zanzibar's resources.



There are numerous local NGOs in Zanzibar focused on women's empowerment, child protection, and community development. Some may specifically use sports as a tool for social change

Chapter 4



PREVENTION STRATEGIES - BUILDING A SAFE ENVIRONMENT FOR ALL

Preventing violence against children, women, individuals with disabilities, and girls in Zanzibar requires a comprehensive strategy. This chapter details a multi-pronged approach that encompasses systemic change, cultural transformation, ethical standards, comprehensive training, and the active participation of parents and guardians.

4.1. Designing a System to Stop Violence

A comprehensive system to prevent and address violence against children, women, individuals with disabilities, and girls must be holistic, culturally relevant, and well-integrated into Zanzibar society.

Holistic Framework: The Zanzibar Model for Protection

- **Prevention:** Proactive measures to reduce the risk factors for violence and promote protective factors. This includes education programs on gender equality, healthy relationships, and conflict resolution; empowering women and girls; and addressing harmful social norms.
- **Response:** Immediate actions to support survivors of violence and hold perpetrators accountable. This includes accessible reporting mechanisms, timely investigations, appropriate legal action, and comprehensive support services for survivors (medical care, counseling, legal aid, shelters).
- **Recovery:** Long-term support for survivors to heal and rebuild their lives. This includes counseling, economic empowerment programs, and community reintegration initiatives.

Integrating the Framework:

- **Education:** Integrate violence prevention education into school curricula at all levels, including topics like healthy relationships, gender equality, and recognizing signs of abuse.

- **Sports:** Train coaches and athletes on safeguarding principles, create safe reporting mechanisms within sports clubs, and promote positive role models who exemplify respect and fair play. Also, sports administrators, technical officials and parents alongside coaches and athletes for awareness training.
- **Community Organizations:** Partner with community leaders and organizations to raise awareness, provide training, and establish support networks for survivors of violence.
- **Healthcare:** Train healthcare providers to recognize and respond to signs of abuse and violence, provide confidential support services, and refer survivors to appropriate resources.
- **Legal System:** Ensure laws and policies are in place to protect vulnerable groups, train law enforcement and judiciary officials on gender-based violence and provide legal aid to survivors.

Risk Assessment and Early Intervention

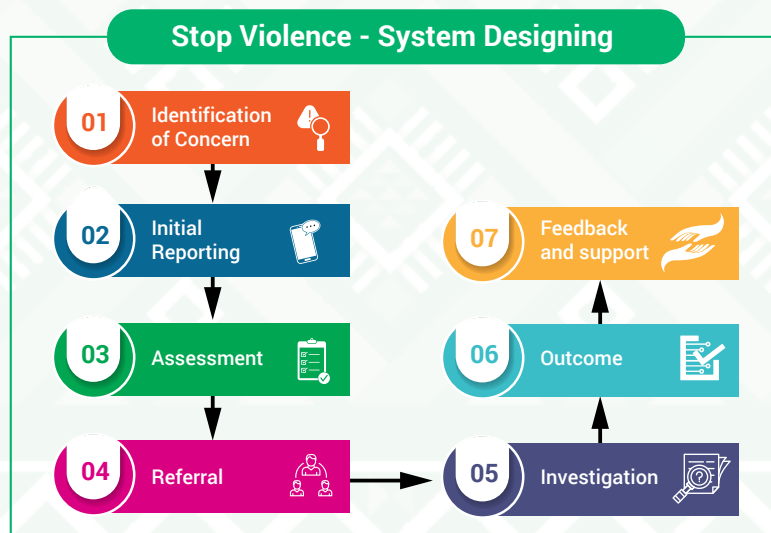
- **Identifying Risk Factors:** Develop tools and guidelines to assess risk factors for violence at both individual and community levels. This may include factors like poverty, substance abuse, harmful cultural practices, lack of access to education, and discrimination.
- **Early Warning Signs:** Train individuals in key sectors (teachers, healthcare providers, community leaders, coaches and other adults in Sports) to recognize early warning signs of potential violence, such as changes in behavior, social isolation, and unexplained injuries.
- **Early Intervention Strategies:**
 - ⇒ **Counseling:** Offer individual and group counseling for individuals at risk of violence or experiencing its effects.
 - ⇒ **Support Groups:** Create safe spaces for survivors to connect, share experiences, and receive support.



- ⇒ Community Initiatives: Develop programs that address underlying social issues and provide opportunities for skill-building, education, and economic empowerment.

Reporting and Referral Mechanisms

- **Confidential Reporting:** Establish multiple channels for reporting violence (hotlines, online platforms, designated personnel within organizations), ensuring confidentiality and protection from retaliation.
- **Clear Referral Pathways:** Develop clear protocols for referring survivors to appropriate services, such as medical care, legal aid, counseling, and shelters.
- **Coordination:** Ensure that different agencies and service providers work together seamlessly to provide comprehensive and timely support to survivors.



4.2. Building a Systematic Safeguarding Culture

Fostering a culture where everyone feels safe and protected requires a systematic approach that permeates all levels of organizations and institutions. Leadership commitment and robust policies are essential pillars for achieving this goal.

Leadership Commitment: Setting the Tone

Leaders play a pivotal role in shaping organizational culture. Their actions, words, and attitudes send powerful messages that influence how others behave. To create a culture of zero tolerance for violence:

- **Lead by Example:** Leaders must consistently demonstrate ethical behavior, respect for others, and a commitment to safeguarding. This includes speaking out against violence, promoting gender equality, and challenging harmful social norms.
- **Communicate Expectations:** Leaders should clearly communicate the organization's commitment to safeguarding, emphasizing that violence in any form will not be tolerated. This can be done through regular meetings, staff training sessions, and written communications.
- **Hold Individuals Accountable:** Leaders must establish a system of accountability, where individuals are held responsible for their actions. This includes clear reporting mechanisms, thorough investigations, and appropriate disciplinary measures for those who violate safeguarding policies.
- **Empower Staff:** Encourage staff to raise concerns about potential safeguarding issues without fear of reprisal. Create a supportive environment where staff feel comfortable reporting incidents and seeking help.

Policy Development and Implementation: The Blueprint for Safety

Comprehensive safeguarding policies provide a framework for preventing and responding to violence. These policies should be developed in consultation with relevant stakeholders, including staff, service users, and community representatives.

Key elements of safeguarding policies should include:

- **Clear Definitions:** Define what constitutes violence, harassment, and abuse, using language that is easily understood by everyone.
- **Reporting Procedures:** Establish clear and confidential reporting mechanisms for both staff and service users, outlining steps to take if someone has a concern or complaint.
- **Investigation Process:** Detail a fair and transparent investigation process, including timelines, interview procedures, and confidentiality measures.
- **Disciplinary Actions:** Outline the range of disciplinary actions that may be taken against individuals who violate safeguarding policies, from warnings to termination of employment.
- **Support Services:** Provide information on available support services for survivors of violence, including counseling, medical care, legal aid, and shelters.
- **Training and Awareness:** Outline regular training and awareness-raising activities for all staff, ensuring they understand the safeguarding policy and their role in protecting others.
- **Policy Review:** Establish a process for regularly reviewing and updating the safeguarding policy to ensure its relevance and effectiveness.



4.3. Codes of Conduct and Ethical Standards: The Cornerstone of Respect

Codes of conduct and ethical standards act as guiding principles for behavior, outlining acceptable and unacceptable actions within organizations, sports clubs, and community groups. In Zanzibar, these codes must reflect cultural values and norms while upholding universal principles of respect, safety, and equality.

Development of Codes: Clear Expectations for All

Creating effective codes of conduct requires a collaborative process involving all stakeholders. The codes should be written in clear, concise language that is easily understood by everyone. They should be specific and actionable, providing clear guidance on expected behaviors and actions that are prohibited.

Examples of Prohibited Behaviors:

- **Physical Abuse:** Any form of physical violence, including hitting, kicking, slapping, or other harmful actions.
- **Sexual Abuse:** Any unwanted sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature. This includes child sexual abuse, which is any sexual activity with a person under the age of 18.
- **Emotional Abuse:** Verbal attacks, threats, intimidation, humiliation, or other actions that cause emotional distress.
- **Discrimination:** Treating individuals unfairly based on their gender, age, disability, religion, ethnicity, or other personal characteristics.
- **Bullying:** Repeated aggressive behavior intended to harm or intimidate others.
- **Harassment:** Unwanted conduct that creates an intimidating, hostile, or offensive environment.
- **Exploitation:** Taking unfair advantage of another person for personal gain, such as financial exploitation or forced labor.
- **Neglect:** Failing to provide adequate care or protection for someone who is vulnerable or dependent.

Culturally Relevant Considerations:

- Incorporate Zanzibar values of respect, community, and family into the code.
- Consider any specific cultural sensitivities around gender, age, and authority figures.
- Translate the code of conduct into local languages to ensure accessibility.

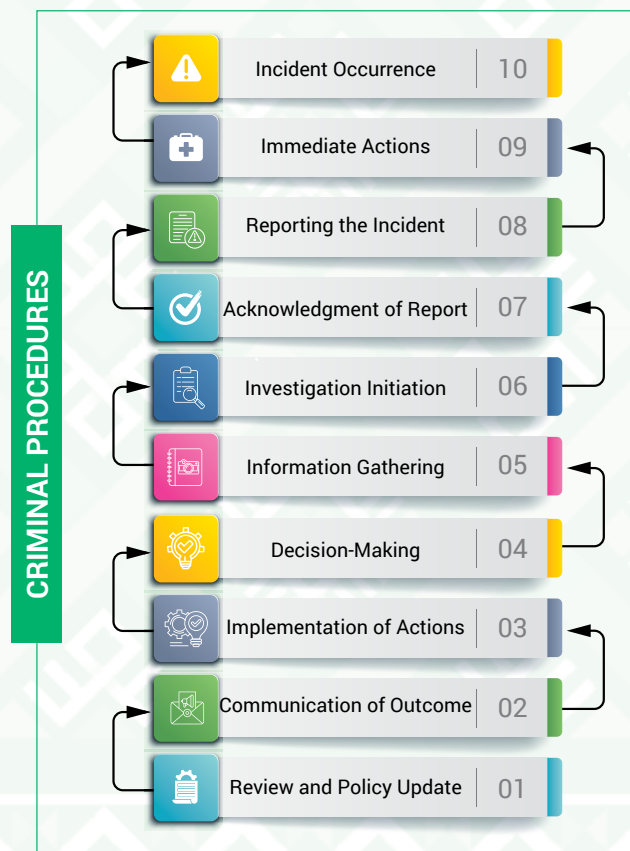
Enforcement and Accountability: Upholding Standards

To be effective, codes of conduct must be more than just words on paper. They must be actively enforced and there must be clear consequences for those who violate them.

Code of Conduct Enforcement:

- **Reporting Procedures:** Establish accessible and confidential channels for reporting violations of the code of conduct. This could include designated personnel within organizations, anonymous hotlines, or online reporting forms. Ensure these channels are well-publicized and easily accessible to all stakeholders.
- **Investigation Process:** Develop a fair and thorough investigation process for all complaints. Ensure that all parties involved are heard, that due process is followed, and that the investigation adheres to both organizational and legal standards. Where applicable, involve external experts to provide impartiality and credibility to the process.
- **Disciplinary Measures:** Clearly outline the range of disciplinary measures that may be taken against individuals who violate the code of conduct. These should include warnings, reprimands, suspension, or termination of employment. In cases of severe violations, such as criminal conduct, collaborate with law enforcement to determine appropriate legal actions.
- **Communication and Transparency:** Ensure the code of conduct is widely disseminated and regularly discussed. Communicate the outcomes of investigations and disciplinary actions in a transparent manner, while protecting the confidentiality of those involved. Regularly review and update the code to reflect current best practices and emerging issues.

- **Criminal Procedures:** Integrate criminal procedures for handling violations that constitute criminal offenses. This includes reporting such cases to law enforcement authorities and cooperating with legal investigations and proceedings. Ensure that the code of conduct explicitly addresses the handling of criminal conduct, including the involvement of legal experts when necessary.



Establishing a National Sports Tribunal:

- **Purpose and Function:** Establish a National Sports Tribunal in Zanzibar to uphold integrity and safeguard standards in sports. The tribunal would serve as a specialized platform to adjudicate disputes, enforce safeguarding regulations, and ensure compliance with national and international sports standards.
- **Jurisdiction and Scope:** Define the tribunal's jurisdiction to cover a wide range of issues, including disputes between athletes, coaches, and sports organizations, as well as violations of safeguarding regulations and ethical standards. The tribunal should also have the authority to address cases involving criminal conduct related to sports.
- **Process and Procedures:** Develop clear procedures for filing complaints, conducting hearings, and delivering judgments. The tribunal should ensure that processes are transparent, impartial, and adhere to principles of natural justice. Provide a mechanism for appeals to ensure fairness and thorough review of decisions.
- **Expertise and Composition:** Appoint members with expertise in sports law, safeguarding, and ethics. Include representatives from various sectors, including legal professionals, sports administrators, and athlete representatives, to ensure a balanced and informed perspective in decision-making.
- **Access to Justice:** Ensure that the tribunal provides swift access to justice, reducing delays and ensuring timely resolution of disputes. This will enhance athlete protection, foster accountability, and promote transparency within sports organizations.

- **Alignment with Best Practices:** Align the tribunal's operations with global best practices to enhance Zanzibar's sports sector reputation. This includes adopting standards and procedures that reflect international norms and contribute to the overall development of sports in the region.

1. COMPLAINT FILLING PROCESSES:



2. HEARING PROCEDURE



3. JUDGMENT DELIVERY PROCESS



4.4. Training for Coaches, Athletes, and Staff: Empowering Champions of Safety

Comprehensive training equips coaches, athletes, school teachers, and staff with the knowledge and skills to create a safe, inclusive, and respectful environment for everyone involved in sports and physical activities. Additionally, it empowers Ministry Sports Coordinators at the regional level to effectively oversee and implement safeguarding practices. This section outlines a curriculum and delivery methods tailored to the Zanzibar context.

Curriculum Design: A Holistic Approach

A well-rounded training curriculum should cover the following key areas:

- **Identifying and Reporting Signs of Abuse and Neglect:**
 - ⇒ Define different types of abuse (physical, sexual, emotional, neglect).
 - ⇒ Recognize the signs and symptoms of abuse in children, women, individuals with disabilities, and girls.
 - ⇒ Understand legal and ethical obligations for reporting suspected abuse.
 - ⇒ Know the appropriate channels for reporting within and outside the organization.
- **Creating Safe and Inclusive Environments:**
 - ⇒ Foster a culture of respect, where everyone feels valued and safe to participate.
 - ⇒ Promote positive communication and healthy relationships.

- ⇒ Develop strategies for conflict resolution and address bullying or harassment.
- ⇒ Ensure accessibility and inclusivity for individuals with disabilities.
- **Understanding Power Dynamics and Ethical Boundaries:**
 - ⇒ Recognize the power imbalances that can exist between coaches, athletes, and staff.
 - ⇒ Establish clear professional boundaries and avoid situations that could be perceived as exploitative.
 - ⇒ Discuss the importance of maintaining appropriate relationships with athletes and colleagues.
- **Promoting Gender Equality and Disability Inclusion:**
 - ⇒ Challenge gender stereotypes and promote equal opportunities for girls and women in sports.
 - ⇒ Ensure that sports facilities and activities are accessible to individuals with disabilities.
 - ⇒ Encourage the participation of individuals with disabilities in all aspects of sports, including coaching and leadership roles.
- **Zanzibar Cultural Considerations:**
 - ⇒ Incorporate local values and traditions into the training.
 - ⇒ Discuss any cultural sensitivities around gender, age, and authority figures.
 - ⇒ Use examples and scenarios that are relevant to the Zanzibar context.
- **Workshops and Seminars:** Interactive sessions that allow for group discussions, role-playing, and case studies.
- **Online Modules:** Self-paced online courses that can be accessed anytime, anywhere.
- **Peer-to-Peer Training:** Empowering individuals within sports clubs and organizations to train others, fostering a sense of ownership and sustainability.
- **Mentorship Programs:** Pairing experienced coaches or athletes with those who are new to the field, providing guidance and support.

Additional Considerations:

- **Train the Trainer:** Develop a program to train local facilitators who can then deliver the training to others, ensuring a consistent message and quality delivery.
- **Ongoing Training:** Provide regular refresher training to reinforce key concepts and address emerging issues.
- **Evaluation and Feedback:** Collect feedback from participants to assess the effectiveness of the training and identify areas for improvement.

4.5. Role of Parents and Guardians: First Line of Defense

Parents and guardians are often the first to notice signs of distress or abuse in children and vulnerable individuals. Their active involvement in safeguarding efforts is crucial for creating a protective environment at home and within the community.

Delivery Methods: Flexible and Engaging

To ensure maximum reach and impact, training should be delivered through a variety of methods that cater to different learning styles and schedules:



Education and Awareness: Empowering Caregivers

Equipping parents and guardians with the right knowledge and resources is essential.

- **Provide Information:** Offer clear and accessible information on:
 - ⇒ Different types of abuse (physical, sexual, emotional, neglect) and their potential signs.
 - ⇒ The impact of violence on children and vulnerable individuals.
 - ⇒ Zanzibari laws and policies related to child protection and safeguarding.
 - ⇒ Available support services and how to access them.
- **Communication Skills:** Offer guidance on:
 - ⇒ Talking to children about sensitive topics like safety, bodies, and healthy relationships in an age-appropriate manner.
 - ⇒ Creating a safe space for children to express their feelings and concerns.
 - ⇒ Active listening and responding empathetically to children's disclosures.
- **Identifying Signs of Distress:** Educate parents and guardians on:
 - ⇒ Changes in behavior, mood, or academic performance could indicate abuse or neglect.
 - ⇒ Physical signs of abuse, such as unexplained injuries or bruises.
 - ⇒ Emotional signs of abuse, such as anxiety, fear, or withdrawal.

Methods of Education and Awareness:

- **Workshops and Seminars:** Organize interactive sessions for parents and guardians in schools, community centers, and places of worship.

- **Community Outreach:** Utilize local leaders, religious figures, and community organizations to disseminate information and raise awareness.
- **Printed Materials:** Develop brochures, pamphlets, and posters in local languages, distributing them through schools, clinics, and community centers.
- **Digital Platforms:** Utilize social media, websites, and mobile apps to share information and resources with parents and guardians.

Engagement and Collaboration: Building Partnerships

Parents and guardians should not be passive observers but active participants in safeguarding efforts.

- **Encourage Participation:** Invite parents and guardians to participate in school or community-based safeguarding initiatives. This could involve joining parent-teacher associations, volunteering for awareness campaigns, or serving on advisory committees.
- **Create Platforms for Dialogue:** Establish regular communication channels between parents, guardians, and schools or institutions. This could include parent-teacher meetings, open houses, or online forums where concerns can be raised and addressed.
- **Collaborate with Community Organizations:** Partner with local organizations that work with families to provide additional support and resources. This could involve offering parenting classes, counseling services, or support groups for parents and caregivers.
- **Build Trust:** Create a safe and supportive environment where parents and guardians feel comfortable raising concerns and seeking help without fear of judgment or reprisal.



To be effective, codes of conduct must be more than just words on paper. They must be actively enforced and there must be clear consequences for those who violate them.

Chapter 5



PROMPT: IDENTIFICATION AND REPORTING

5.1. Manual Identification of Signs of Abuse

Recognizing potential indicators of abuse is crucial for early intervention and support. While no single sign definitively confirms abuse, a combination of factors or repeated occurrences should raise concerns.

Physical Abuse

- **Potential Indicators:**

- ⇒ **Bruises:** Look for patterns (e.g., handprints, belt marks), varying colors (indicating different stages of healing), or bruises on soft tissue areas (especially in children).
- ⇒ **Welts:** Raised, red marks often caused by whipping or hitting with objects.
- ⇒ **Burns:** Cigarette burns, immersion burns (sock-like pattern on feet or hands), or rope burns.
- ⇒ **Fractures:** Broken bones, especially in children or non-ambulatory individuals, that are unexplained or have questionable explanations.
- ⇒ **Other Injuries:** Head injuries, bite marks, black eyes, or any injury that seems inconsistent with the provided explanation.

- **Age-Specific Considerations:**

- ⇒ **Behavioral Cues:** Flinching when touched, wearing clothing inappropriate for the weather to cover injuries, or expressing fear of going home.
- ⇒ **Infants:** Shaken baby syndrome (irritability, vomiting, difficulty breathing, seizures). Also look for bruising on the face or neck, retinal hemorrhages, or subdural hematomas.

- ⇒ **Children:** Unexplained injuries to the soft tissue areas (abdomen, buttocks, genitals), multiple injuries in various stages of healing, or injuries that don't match the child's developmental abilities.
- ⇒ **Elderly:** Bruising on the upper arms (from being grabbed), pressure sores (from being left in one position for too long), or signs of malnutrition or dehydration.

- **Questions to Respectfully Ask (if appropriate):**

- ⇒ **Direct Questions:** "Can you tell me how you got this bruise/injury?" "Did someone hurt you?"
- ⇒ **Open-Ended Questions:** "Is there anything you'd like to tell me that might help me understand what's happening?"
- ⇒ **Safety Assessment:** "Are you feeling safe at home?" "Is there anyone you're afraid of?"

Emotional/Psychological Abuse

- **Behavioral Changes:**

- ⇒ **Self-Esteem:** Sudden loss of confidence, feeling worthless, or expressing self-hatred.
- ⇒ **Mood Changes:** Increased anxiety, depression, or irritability. Excessive crying, sleeping difficulties, or changes in appetite.
- ⇒ **Social Withdrawal:** Avoiding friends, family, or activities they once enjoyed.
- ⇒ **Regression:** Returning to earlier behaviors (e.g., thumb-sucking in children).
- ⇒ **Other:** Difficulty concentrating, feeling constantly on edge, or showing signs of trauma (nightmares, flashbacks).



- **Verbal Cues:**

- ⇒ **Insults and Put-Downs:** Name-calling, using derogatory terms, or making belittling comments.
- ⇒ **Threats:** Verbal threats of harm, abandonment, or other forms of intimidation.
- ⇒ **Gaslighting:** Manipulating the victim to question their own sanity or memory ("You're crazy," "You're imagining things").
- ⇒ **Blaming:** Holding the victim responsible for the abuser's behavior ("You made me do it").
- ⇒ **Controlling Language:** Dictating what the victim can wear, say, or do. Monitoring their phone or online activity.

- **Differentiation from Other Mental Health Concerns:**

- ⇒ Emotional abuse can mimic symptoms of depression, anxiety, or PTSD. However, the presence of an abusive relationship as a significant stressor can often help distinguish the two. If uncertain, consult with a mental health professional for a comprehensive assessment.

Sexual Abuse

- **Physical Symptoms:**

- ⇒ **Genital Injuries:** Bruising, bleeding, pain, or swelling in the genital area.
- ⇒ **Anal Injuries:** Tears, fissures, bleeding, or pain in the anal area.
- ⇒ **Oral Injuries:** Bruising or cuts on the lips, tongue, or inside of the mouth.
- ⇒ **STIs:** Sexually transmitted infections (chlamydia, gonorrhea, syphilis, HIV).

- ⇒ **Difficulty:** Difficulty walking, sitting, or urinating.

- ⇒ **Pregnancy:** Unexplained pregnancy, especially in adolescents.

- **Emotional/Behavioral Red Flags:**

- ⇒ **Age-Inappropriate Sexual Knowledge:** Demonstrating knowledge or engaging in sexual behavior beyond what's typical for their age.
- ⇒ **Trauma Symptoms:** Nightmares, flashbacks, anxiety, depression, self-harm, or suicidal thoughts.
- ⇒ **Fear/Avoidance:** Expressing fear of a particular person, place, or situation.
- ⇒ **Secrecy:** Being overly secretive or protective of their privacy.
- ⇒ **Regression:** Returning to earlier behaviors (e.g., bedwetting in children).

- **Addressing Common Myths:**

- ⇒ **Delayed Disclosure:** Many victims delay reporting sexual abuse due to shame, fear, threats, or a belief they won't be believed.
- ⇒ **Confusing Affection with Abuse:** Children may not understand the difference between appropriate affection and sexual abuse, making them vulnerable to grooming.
- ⇒ **Varied Reactions:** Not all victims exhibit obvious signs of distress. Some may appear withdrawn or unusually compliant.

Financial Abuse

- **Indicators:**

- ⇒ **Lack of Access to Funds:** Being denied access to bank accounts, credit cards, or financial information. Not knowing how much money is coming in or going out of the household.

⇒ **Unexplained Financial Transactions:** Missing money or valuables, unexplained withdrawals or charges on bank accounts, or forged signatures on checks or documents.

⇒ **Sudden Changes in Spending:** A significant decrease in the availability of money for basic needs (food, housing, medication), or an inability to afford things that were previously affordable.

⇒ **Financial Dependence:** Being forced to rely on the abuser for all financial needs, even if the victim has their own income or resources.

⇒ **Debt Accumulation:** Unexplained debt in the victim's name, or being forced to take on debt for the abuser's benefit.

- **Signs of Control:**

⇒ **Controlling Income:** Taking the victim's paycheck, preventing them from working, or controlling how they can spend their earnings.

⇒ **Manipulating Financial Decisions:** Forcing the victim to change their will, add the abuser to bank accounts, or make major financial decisions under duress.

⇒ **Exploitation:** Using the victim's assets or resources for the abuser's personal gain without their consent or knowledge.

⇒ **Financial Isolation:** Preventing the victim from having any independent financial resources or support.

- **Questions to Probe:**

⇒ **Financial Control:** "Who controls the finances in your household?" "Do you have access to your own bank accounts or financial information?"

⇒ **Financial Pressure:** "Are you able to spend money on your own needs without asking permission?" "Do you feel pressured or controlled when it comes to financial decisions?"

⇒ **Financial Abuse History:** "Has anyone ever taken your money without your permission?" "Has anyone ever prevented you from working or earning money?"

Neglect

- a) **Indicators:**

- **Physical Health:**

⇒ Malnutrition or dehydration (weight loss, sunken eyes, dizziness).

⇒ Untreated medical conditions (infections, chronic illnesses, injuries).

⇒ Lack of necessary medications or medical devices (glasses, hearing aids).

⇒ Poor hygiene (unwashed clothes, body odor, untreated skin conditions).

- **Environment:**

⇒ Unsafe or unsanitary living conditions (insect infestation, mold, lack of heat or running water).

⇒ Lack of adequate food, clothing, or personal hygiene supplies.

⇒ Lack of supervision, especially for children or vulnerable adults.

- **Emotional Well-being:**

⇒ Lack of emotional support or attention.

⇒ Feeling isolated, unloved, or unwanted.

⇒ Emotional distress or behavioral problems due to neglect.



- **Differentiation from Poverty:**

- ⇒ **Poverty:** May create challenges in meeting basic needs due to limited resources.
- ⇒ **Neglect:** Involves a consistent failure to provide adequate care, even when resources are available. This can include ignoring medical needs, leaving a child unsupervised, or failing to provide basic hygiene.

- b) **Other Forms of Abuse**

- **Cultural/Community-Specific Abuse:**

- ⇒ **Forced Marriage:** Being coerced into marriage without consent, often involving underage girls.
- ⇒ **Honor-based Violence:** Violence committed against individuals (often women) who are perceived to have brought dishonor to their family or community.
- ⇒ **Other Cultural Practices:** May include dowry-related abuse, ritual abuse, or practices that are harmful to specific groups.

- **Other Types of Abuse:**

- ⇒ **Elder Abuse:** Physical, emotional, sexual, financial, or neglectful abuse of older adults.
- ⇒ **Spiritual Abuse:** Misuse of religious or spiritual authority to manipulate, control, or harm individuals.
- ⇒ **Institutional Abuse:** Abuse that occurs in settings like orphanages, hospitals, or residential facilities, often involving neglect, exploitation, or mistreatment.

5.2. Reporting Abuse

Reporting suspected or known abuse is a critical step in protecting individuals from harm and ensuring they receive necessary support. This section outlines the reporting process, legal obligations, and ethical considerations.

Mandatory Reporting

- **Who is a Mandated Reporter?**

- ⇒ **Professionals Working with Children:** Teachers, school staff, childcare providers, doctors, nurses, therapists, social workers, law enforcement officers, and others who regularly interact with children.
- ⇒ **Other Professionals:** Certain professions may be mandated reporters for specific types of abuse (e.g., financial advisors for elder financial abuse).
- ⇒ **Specific Requirements:** Mandatory reporting laws vary by jurisdiction. Consult your local laws for a comprehensive list of mandated reporters.

- **Legal Requirements and Timelines:**

- ⇒ **Immediate Danger:** If a child or vulnerable adult is in immediate danger, call emergency services (e.g., police or ambulance).
- ⇒ **Reporting to Authorities:** Typically, mandated reporters must report suspected abuse to child protective services (CPS) or adult protective services (APS) within a specific timeframe (often 24-48 hours).
- ⇒ **Additional Reporting:** Some jurisdictions may require reports to additional agencies (e.g., law enforcement).

- **Consequences of Failing to Report:**

- ⇒ **Legal Penalties:** Failure to report can result in fines, loss of professional license, or even criminal charges.
- ⇒ **Ethical Implications:** Mandated reporters have a moral and ethical obligation to protect vulnerable individuals. Failing to report can have devastating consequences for victims.

Voluntary Reporting

- **Encouraging Voluntary Reporting:**

- ⇒ **Building Trust:** Create a safe and supportive environment where individuals feel comfortable disclosing abuse.
- ⇒ **Confidentiality:** Explain confidentiality limits and assure them that their information will be handled with care.
- ⇒ **Empowerment:** Emphasize their right to make informed decisions about reporting.

- **Supporting Informed Decisions:**

- ⇒ **Providing Information:** Explain the reporting process, potential outcomes, and available support services.
- ⇒ **Respecting Autonomy:** Allow individuals to decide whether or not to report, even if you believe they are experiencing abuse.
- ⇒ **Offering Assistance:** Help them gather information, access support services, or create a safety plan.

The Reporting Process

1. **Gather Information:**

- ⇒ Victim's name, age, contact information
- ⇒ Nature and extent of the suspected abuse (what happened, when, where, who was involved)

- ⇒ Any witnesses or supporting evidence (photos, medical records)

2. **Contact Appropriate Agency:**

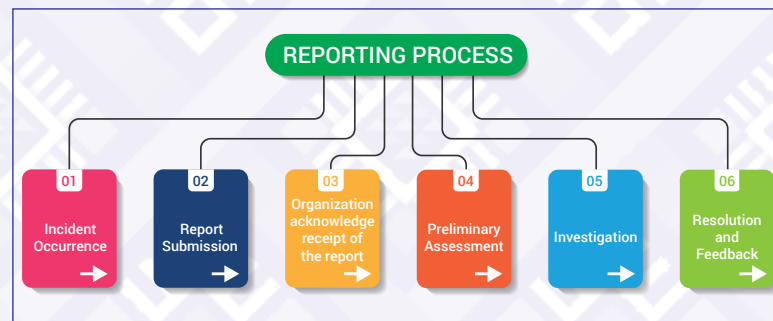
- ⇒ **Child Abuse:** Child Protective Services (CPS) or a similar agency.
- ⇒ **Adult Abuse:** Adult Protective Services (APS) or a similar agency.
- ⇒ **Immediate Danger:** Emergency services (police or ambulance).

3. **Provide Information to the Agency:**

- ⇒ Be prepared to answer questions about the suspected abuse.
- ⇒ Provide your contact information in case further information is needed.

4. **Document the Report:**

- ⇒ Keep a detailed record of your observations, conversations, and any actions taken.
- ⇒ This documentation may be needed for legal or investigative purposes.



5.3. Confidentiality and Privacy

Maintaining confidentiality is essential for building trust with survivors and encouraging disclosure. However, ethical and legal obligations may necessitate sharing information under specific circumstances.

Legal and Ethical Obligations

- **Limits of Confidentiality (Duty to Warn/Protect):**
 - ⇒ **Imminent Danger:** If a person is in immediate danger of harming themselves or others, confidentiality may be breached to ensure safety.
 - ⇒ **Child Abuse:** Most jurisdictions mandate reporting suspected child abuse, even if it means breaking confidentiality.
 - ⇒ **Elder/Vulnerable Adult Abuse:** Similar reporting obligations may apply to protect vulnerable adults.
- **Sharing Information with Other Professionals:**
 - ⇒ **Need-to-Know Basis:** Only share information that is directly relevant to the care or protection of the individual.
 - ⇒ **Informed Consent:** Whenever possible, obtain the individual's consent before sharing their information with others.
 - ⇒ **Collaboration:** Coordinate with other professionals (e.g., social workers, therapists, law enforcement) to ensure a comprehensive response to the abuse.

Building Trust with Survivors

- **Clear Communication about Confidentiality:**
 - ⇒ **Upfront Disclosure:** Explain your confidentiality policy at the outset of your professional relationship. Clarify the limits of confidentiality and the circumstances under which you might be required to disclose information.

- ⇒ **Open Dialogue:** Encourage open communication and questions about confidentiality. Address any concerns or anxieties the survivor may have.
- ⇒ **Written Information:** Provide written materials (e.g., brochures, handouts) outlining your confidentiality practices.

- **Setting Boundaries:**

- ⇒ **Professional Role:** Maintain appropriate boundaries between your professional and personal life. Avoid dual relationships or any interactions that could compromise your objectivity or the survivor's well-being.
- ⇒ **Self-Disclosure:** Limit personal disclosures and focus on the survivor's needs and experiences.

- **Addressing Concerns about Disclosure:**

- ⇒ **Validate Feelings:** Acknowledge their concerns and fears about information being shared.
- ⇒ **Reassure:** Explain the reasons why confidentiality might need to be broken (e.g., to protect them or others).
- ⇒ **Explore Options:** Discuss potential consequences of disclosure and help them weigh the risks and benefits of reporting.
- ⇒ **Support:** Offer support and resources regardless of their decision to report or not.

5.4. Putting the Survivor First

Every interaction with a survivor should prioritize their well-being, respect their autonomy, and foster a sense of empowerment. This involves understanding the impact of trauma, using sensitive language, and honoring individual choices.

Trauma-Informed Approach

- **Understanding Trauma's Impact:**

- ⇒ Trauma can affect a person's memory, emotions, behavior, and decision-making abilities. Be aware of common trauma responses, such as flashbacks, hypervigilance, or difficulty trusting others.
- ⇒ Avoid judging or labeling behaviors that may be coping mechanisms for trauma.

- **Avoiding Re-traumatization:**

- ⇒ Create a safe and supportive environment where survivors feel heard and validated.
- ⇒ Use a calm and non-judgmental tone of voice. Avoid accusatory or confrontational language.
- ⇒ Respect their pace and boundaries. Don't push for information or decisions they aren't ready for.
- ⇒ Explain procedures and choices clearly, giving them a sense of control whenever possible.

- **Empowering Survivors:**

- ⇒ Focus on their strengths and resilience. Help them identify their coping skills and support networks.
- ⇒ Offer choices and encourage decision-making in areas where they have control.
- ⇒ Connect them with resources that can empower them to regain a sense of autonomy (e.g., therapy, support groups).

Survivor-Centered Language

- **Respectful Terminology:**

- ⇒ Avoid language that blames or shames the victim (e.g., "Why didn't you leave?").

- ⇒ Use empowering terms like "survivor" instead of "victim."

- ⇒ Focus on the actions of the abuser, not the survivor's behavior.

- **Strengths and Resilience:**

- ⇒ Acknowledge their courage in seeking help or disclosing abuse.
- ⇒ Highlight their strengths and coping mechanisms.
- ⇒ Avoid focusing solely on their victimization.

- **Person-First Language:**

- ⇒ Refer to individuals as "a person who experienced abuse" rather than labeling them as "an abuse victim." This reinforces their individuality and humanity.

Respecting Choice and Autonomy

- **Right to Choose:**

- ⇒ Recognize that each survivor has the right to make their own decisions about reporting, seeking help, or pursuing legal action.
- ⇒ Respect their choices, even if they differ from what you might recommend.

- **Support Without Pressure:**

- ⇒ Offer information and resources without pressuring them to take a specific course of action.
- ⇒ Create a space where they can explore their options without judgment.

- **Cultural Sensitivity:**

- ⇒ Be mindful of cultural or religious beliefs that may influence their decisions and choices.
- ⇒ Tailor your support to their individual needs and preferences.



5.5. Survivor-Centered Essential Services

Survivors of abuse often require a range of services to address their immediate safety concerns, emotional needs, and legal rights. This section outlines essential services that should be accessible and tailored to each survivor's unique situation.

Crisis Intervention

- **Immediate Safety and Support:**
 - ⇒ **Hotlines:** Provide 24/7 confidential support and information. Staff can offer crisis counseling, safety planning, and referrals to local resources.
 - ⇒ **Shelters:** Offer safe, temporary housing for individuals fleeing abusive situations. Shelters typically provide basic necessities, emotional support, and connections to other services.
 - ⇒ **Emergency Medical Care:** If the survivor has sustained injuries, ensure they receive prompt medical attention.
- **Assessment of Immediate Needs:**
 - ⇒ **Safety:** Assess the level of danger the survivor is in and help them develop a safety plan.
 - ⇒ **Medical:** Identify any medical needs resulting from the abuse and facilitate access to appropriate care.
 - ⇒ **Legal:** Provide information on legal options, such as obtaining restraining orders or filing criminal charges.
 - ⇒ **Financial:** Help the survivor access financial assistance or resources if they are financially dependent on the abuser.

- **Connecting with Appropriate Resources:**

- ⇒ **Referrals:** Connect survivors with local organizations that provide specialized services for their specific needs (e.g., domestic violence shelters, rape crisis centers, legal aid).
- ⇒ **Advocacy:** Assist survivors in navigating complex systems and accessing services.

Counseling and Therapy

- **Trauma-Focused Therapy:**

- ⇒ **Individual Therapy:** Provides a safe space for survivors to process their trauma and develop coping skills with a trained therapist.
- ⇒ **Group Therapy:** Offers a supportive environment where survivors can share their experiences, connect with others, and learn from one another.
- ⇒ **Family Therapy:** Can be helpful in addressing the impact of abuse on the entire family and promoting healing.

- **Support Groups:**

- ⇒ **Specific Abuse Types:** Support groups for survivors of domestic violence, sexual assault, child abuse, etc., can provide a sense of community and understanding.
- ⇒ **Culturally Specific Groups:** Consider the cultural background of the survivor and connect them with groups that offer culturally relevant support.

- **Addressing Co-Occurring Issues:**

- ⇒ **Substance Abuse:** If the survivor is struggling with substance abuse as a result of the trauma, connect them with addiction treatment services.

- ⇒ **Mental Health Conditions:** Trauma can exacerbate or trigger mental health conditions like depression, anxiety, or PTSD. Provide referrals to mental health professionals for evaluation and treatment.

Legal Advocacy

- **Protective Orders:**

- ⇒ Help survivors understand the process of obtaining a restraining order or protection order against the abuser.
- ⇒ Assist with completing paperwork and navigating the court system.

- **Legal Representation:**

- ⇒ Connect survivors with legal aid organizations or pro bono attorneys who specialize in domestic violence or abuse cases.
- ⇒ Provide information on the legal rights of survivors and the potential outcomes of legal action.

- **Advocacy in Navigating the Legal System:**

- ⇒ Help survivors understand legal terminology and procedures.
- ⇒ Accompany them to court hearings or legal appointments.
- ⇒ Advocate for their rights and interests within the legal system.

Chapter 6



RESPONSE AND SUPPORT

6.1. Immediate Response Protocols

The immediate aftermath of an incident requires swift, coordinated action to ensure safety, address urgent needs, and lay the groundwork for recovery.

Initial Assessment

1. **Scene Survey:** Conduct a rapid visual assessment of the area. Note the extent of damage, potential hazards (e.g., unstable structures, debris, chemical spills), and the number of people affected.
2. **Risk Identification:** Identify immediate threats to life and safety. This includes ongoing violence, environmental hazards, and potential secondary dangers (e.g., gas leaks, electrical hazards).
3. **Needs Prioritization:** Determine the most urgent needs of those affected. This typically involves prioritizing physical safety, followed by basic necessities like food, water, shelter, and medical attention.
4. **Resource Evaluation:** Assess the available resources (personnel, equipment, supplies) and identify any gaps that need to be filled.

Security and Stabilization

1. **Secure the Perimeter:** Establish a clear perimeter around the affected area to control access and ensure the safety of responders and those affected. Coordinate with law enforcement as needed.
2. **Establish Safe Zones:** Designate safe areas where individuals can gather away from immediate danger. Ensure these areas have basic amenities like seating, shade, and access to restrooms.
3. **Manage Communication:** Establish a clear chain of command for communication. Use designated channels (e.g., radios, mobile phones) to coordinate response efforts, share information, and provide updates to those affected.

4. **Crowd Control:** If necessary, implement crowd control measures to prevent panic and maintain order. This may involve clear signage, designated pathways, and trained personnel to direct people.

Triage and Basic Needs

1. **Triage:** Quickly assess individuals to determine the severity of their injuries or psychological distress. Prioritize those with life-threatening conditions for immediate medical attention.
2. **First Aid/Psychological First Aid:** Provide basic first aid to those in need. For individuals experiencing acute psychological distress, offer psychological first aid to stabilize them and reduce emotional suffering.
3. **Basic Needs Distribution:** Organize the distribution of essential supplies like food, water, blankets, and hygiene kits. Set up temporary shelters if needed. Ensure access to sanitation facilities to prevent the spread of disease.

Information Gathering and Dissemination

1. **Collect Data:** Gather accurate information about the incident, including the number of people affected, their demographics, and any specific needs they may have (e.g., medication, language assistance).
2. **Establish Communication Channels:** Set up multiple ways for people to access information and updates. This can include hotlines, websites, social media, and in-person briefings.
3. **Regular Updates:** Provide frequent updates to those affected and the wider community. Be transparent about the situation, the response efforts, and any ongoing risks.



4. **Correct Misinformation:** Actively monitor and address rumors or misinformation that may circulate. Provide accurate information from trusted sources to prevent panic and confusion.

6.2. Medical and Psychological Support

Providing prompt and comprehensive medical and psychological care is crucial to both immediate stabilization and long-term recovery.

Emergency Medical Care

1. **Triage and Stabilization:** Continue triage efforts to identify and prioritize individuals requiring urgent medical care. Provide immediate on-site treatment for life-threatening injuries, such as controlling bleeding, administering oxygen, or performing CPR.
2. **Medical Transport:** Arrange for prompt transport to appropriate medical facilities for individuals requiring further care. Ensure ambulances or other suitable transport are readily available and that communication with hospitals is clear and efficient.
3. **Medication and Medical Records:** For individuals with existing medical conditions, gather information about their medications, dosages, and allergies. If possible, retrieve their medical records or contact their healthcare providers to ensure continuity of care.
4. **Special Needs:** Identify individuals with special medical needs, such as pregnant women, children, the elderly, or those with disabilities. Arrange for specialized care as required.

Mental Health Crisis Intervention

1. **Screening and Assessment:** Train responders to recognize signs of acute psychological distress, such as panic attacks, extreme anxiety, depression, or suicidal ideation. Conduct brief assessments to determine the level of risk and the need for intervention.

2. **Psychological First Aid (PFA):** Provide PFA to individuals in distress. This involves offering a safe space, active listening, emotional support, and practical assistance. Help individuals identify their immediate needs and connect them with available resources.
3. **Referral to Mental Health Professionals:** Facilitate immediate access to mental health professionals, such as counselors, therapists, or psychiatrists. Ensure individuals understand the importance of follow-up care and provide them with contact information for mental health services.
4. **Safe Spaces:** Create designated areas where individuals can express their emotions, receive support from peers, and access mental health resources. Ensure these spaces are private, comfortable, and staffed by trained personnel.

Ongoing Medical and Mental Health Care

1. **Referral and Coordination:** Connect individuals with primary care physicians, specialists, and mental health providers for ongoing care. Help individuals navigate the healthcare system, schedule appointments, and access necessary medications.
2. **Financial Assistance:** Identify and address financial barriers to care by connecting individuals with available resources, such as government assistance programs, charitable organizations, or sliding-scale fee options.
3. **Medication Management:** Assist individuals in obtaining and managing their medications. Provide education about medication side effects, interactions, and adherence.
4. **Therapy and Counseling:** Encourage individuals to participate in therapy or counseling to address trauma, grief, or other mental health concerns. Offer information about different types of therapy, such as individual, group, or family therapy.

5. **Support Groups:** Facilitate access to support groups where individuals can connect with others who have experienced similar events. Support groups can provide a safe space for sharing experiences, fostering social support, and reducing feelings of isolation.
6. **Stigma Reduction:** Address stigma associated with seeking mental health care by promoting awareness, education, and open communication. Emphasize the importance of mental well-being and encourage individuals to seek help without fear of judgment.

6.3. Legal Assistance and Advocacy

Navigating legal processes can be overwhelming for those affected by an incident. Timely legal information and support can empower individuals to assert their rights and access essential services.

Legal Rights Information

1. **Compensation:** Clearly explain the types of compensation available to those affected, such as medical expenses, lost wages, property damage, and pain and suffering. Outline the process for filing claims and deadlines that may apply.
2. **Victim Services:** Inform individuals about available victim services, such as counseling, advocacy, financial assistance, and legal aid. Provide contact information for relevant government agencies and non-profit organizations.
3. **Protection from Discrimination:** Explain legal protections against discrimination based on factors like race, ethnicity, religion, disability, or immigration status. Detail how to report discrimination and access available remedies.

Legal Representation and Advocacy

1. **Referrals to Legal Aid:** Connect individuals with legal aid organizations or pro bono attorneys who specialize in relevant areas of law. Provide information about eligibility requirements and application processes.
2. **Claim Assistance:** Assist individuals in gathering documentation, filling out forms, and meeting deadlines for filing claims. Offer guidance on negotiating with insurance companies or other parties involved.
3. **Advocacy with Authorities:** Advocate for the rights of those affected by communicating with government agencies, law enforcement, and other relevant organizations. This may involve requesting information, filing complaints, or seeking policy changes.

Documentation and Evidence Collection

1. **Documenting Injuries:** Encourage individuals to seek medical attention and obtain detailed medical reports documenting injuries. Keep copies of medical bills, prescriptions, and other related documents.
2. **Recording Losses:** Maintain a detailed list of property damage, lost wages, and other financial losses. Gather receipts, invoices, photographs, and other evidence to support claims.
3. **Preserving Evidence:** Instruct individuals on how to preserve evidence related to the incident, such as clothing, personal belongings, or digital records. Advise against discarding or altering any potential evidence.
4. **Witness Statements:** If applicable, obtain written statements from witnesses who can provide details about the incident. Include contact information for these witnesses in case further information is needed.



5. **Police Reports:** Encourage individuals to file police reports if the incident involved criminal activity. Obtain copies of police reports for future reference.
6. **Digital Evidence:** If relevant, preserve digital evidence such as emails, text messages, social media posts, or photographs related to the incident.

6.4. Long-Term Support and Rehabilitation

Recovery from a significant incident is often a long-term process. Providing ongoing support and rehabilitation services can help individuals regain their footing, rebuild their lives, and integrate back into the community.

Case Management

1. **Individualized Support Plans:** Develop personalized support plans for each individual based on their unique needs and goals. Consider factors like physical and mental health, housing, employment, education, and social support.
2. **Resource Coordination:** Connect individuals with appropriate services and resources, such as housing assistance programs, vocational training, educational opportunities, mental health counseling, and support groups.
3. **Regular Follow-Up:** Maintain regular contact with individuals to assess their progress, address any emerging needs, and adjust their support plans as necessary. Provide encouragement and celebrate their successes.
4. **Advocacy and Empowerment:** Advocate for individuals as they navigate complex systems and processes. Empower them to take ownership of their recovery journey and make informed decisions about their future.

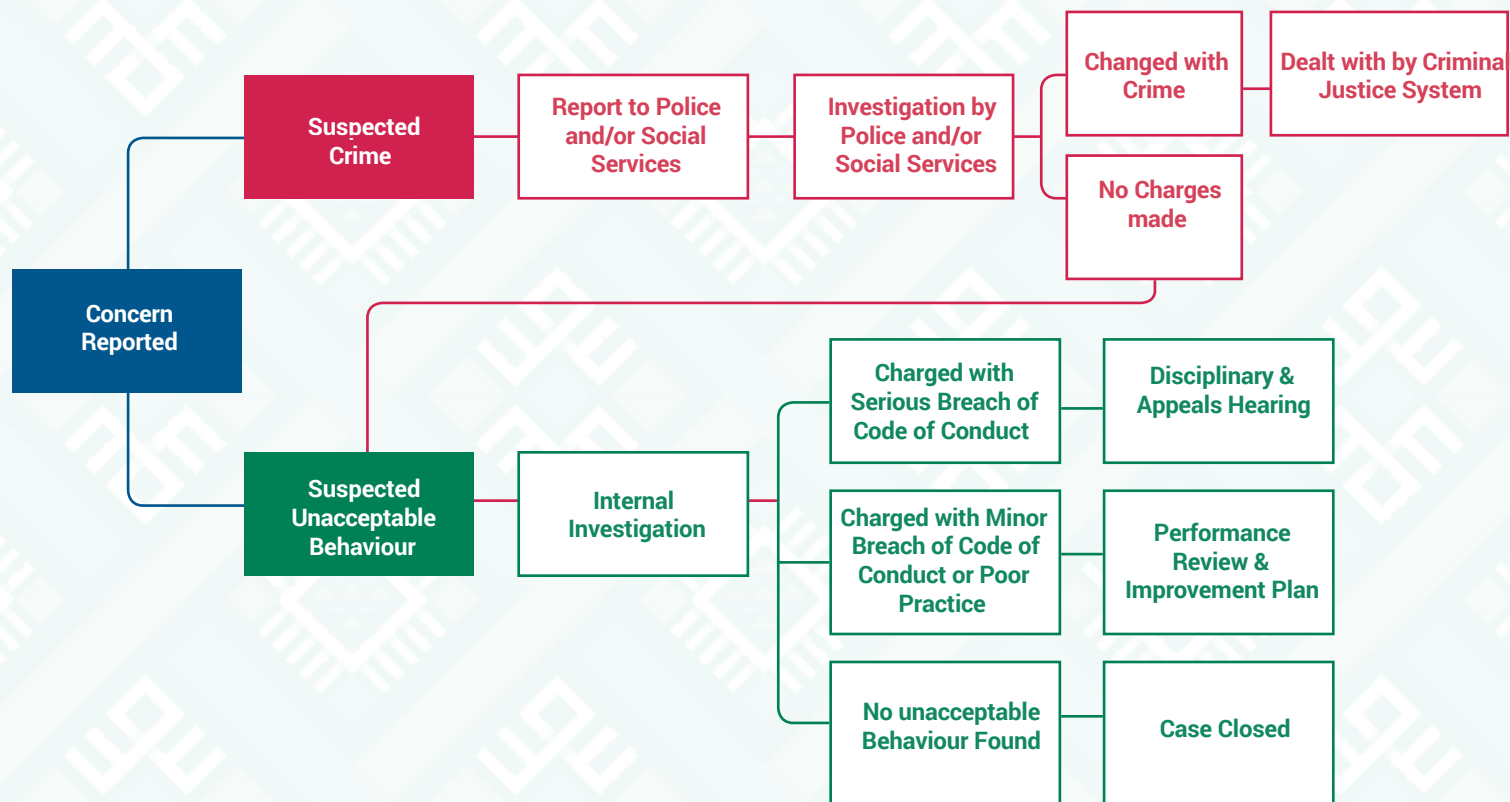
Trauma-Informed Care

1. **Understanding Trauma:** Educate staff and volunteers about the impact of trauma on individuals' physical, emotional, and behavioral health. Emphasize the importance of recognizing trauma triggers and responding with compassion and understanding.
2. **Creating Safety:** Foster a safe and supportive environment where individuals feel respected, heard, and empowered. Minimize re-traumatization by avoiding practices that may trigger past trauma.
3. **Building Trust:** Establish trusting relationships with individuals by being transparent, consistent, and reliable. Encourage open communication and respect individuals' choices and autonomy.
4. **Promoting Resilience:** Help individuals identify and build upon their strengths and coping skills. Encourage participation in activities that promote healing, self-care, and connection with others.

Community-Based Support

1. **Support Groups:** Facilitate support groups where individuals can connect with others who have experienced similar events. These groups offer a safe space for sharing experiences, receiving support, and reducing feelings of isolation.
2. **Community Events:** Organize community events that promote healing and social connection, such as cultural celebrations, recreational activities, or educational workshops.
3. **Cultural and Spiritual Support:** Respect and incorporate cultural and spiritual practices that are important to individuals. Connect them with faith-based leaders or cultural organizations that can offer guidance and support.
4. **Peer Support:** Train and utilize peer support specialists who have personal experience with trauma or recovery. Peer support can be invaluable in providing empathy, understanding, and practical guidance.

EXAMPLE CASE MANAGEMENT FLOW DIAGRAM



Chapter 7



ACCOUNTABILITY AND DISCIPLINARY MEASURES

7.1. Investigative Procedures

The purpose of an investigation is to gather facts and evidence to determine if misconduct has occurred, the extent of that misconduct, and recommend appropriate action. Fairness, thoroughness, and timeliness are paramount. Investigations that are initiated by sports bodies should have an independent investigation officer and must take care not to compromise investigations into the concern by law enforcement.

Triggering an Investigation

An investigation shall be initiated when:

- **Formal Complaints:** A written or verbal complaint alleging misconduct is received by a designated authority (e.g., HR department, ethics hotline).
- **Direct Observation:** A supervisor or manager witnesses behavior that may violate organizational policies or codes of conduct.
- **Anonymous Reports:** Reports received through confidential channels (e.g., anonymous tip line) that warrant further investigation.
- **Other Sources:** Information from external sources (e.g., law enforcement, regulatory bodies) indicating potential misconduct.

Reporting Concerns:

- **Who to Report To:** Complaints should be directed to the designated authority outlined in the organization's policies. This may be a supervisor, HR representative, or an ethics officer.
- **How to Report:** Reports can be made verbally (in person or via phone), in writing (email or letter), or through any anonymous reporting mechanism provided by the organization.

- **Confidentiality:** The organization is committed to protecting the confidentiality of individuals who report concerns in good faith. Retaliation against those who report is strictly prohibited.

Roles and Responsibilities

a). Investigator(s):

- The investigator may be a trained internal staff member, a committee of individuals with relevant expertise, or an external investigator (e.g., attorney, consultant).
- Investigators are responsible for:
 - ⇒ Collecting and preserving evidence
 - ⇒ Interviewing witnesses and the accused
 - ⇒ Maintaining detailed records of the investigation
 - ⇒ Preparing a final report with findings and recommendations

b). Management:

- Management may be involved in selecting the investigator, providing resources for the investigation, and reviewing the final report.
- They are responsible for ensuring that the investigation is conducted fairly and thoroughly.

Evidence Collection and Preservation

- **Acceptable Evidence:** This may include:
 - ⇒ Documents (emails, memos, reports)
 - ⇒ Electronic records (computer files, recordings)
 - ⇒ Physical evidence (damaged property, stolen items)
 - ⇒ Witness statements



- **Chain of Custody:**

⇒ A clear record must be kept of who collected the evidence, when, and how it was handled. This ensures the evidence's integrity and admissibility.

Timelines and Communication

- **Timeframes:** Investigations should be completed as promptly as possible, with consideration for the complexity of the case and the need for thoroughness. Reasonable timeframes will be established for each stage of the investigation.
- **Progress Updates:** Individuals involved in the investigation (complainant, accused, witnesses) will be kept informed of the progress in a timely manner, while respecting confidentiality requirements.

7.2. Disciplinary Actions and Sanctions

The primary objective of disciplinary action is to address misconduct, promote behavior change, and uphold a respectful and productive work environment. Disciplinary measures should be applied consistently, fairly, and proportionately to the severity of the offense, while considering the employee's past performance and disciplinary history. If a concern is assessed as medium or high-level, it should be referred to a disciplinary hearing. For employees and non-employee⁷, this process typically follows the organization's employment contracts and terms of employment. For

⁷ A non-employee in sports refers to an individual involved in sports-related activities or organizations who is not formally employed or under a contractual employment agreement. These individuals may contribute their time, skills, or expertise in various capacities without receiving a formal salary or employment benefits. Non-employees can include volunteers, independent contractors, freelance coaches, part-time referees, consultants, or members of advisory boards. Their involvement is typically governed by agreements or arrangements that do not constitute employer-employee relationships.

non-employee members, the organization's disciplinary policy applies. Best practice is to have a small, independent panel of three, chaired by a legally qualified individual, to ensure fairness and impartiality. Criminal offenses related to sports should be addressed through the national law enforcement system, as the country currently lacks a dedicated sports court to handle such matters.

Range of Disciplinary Actions

The following disciplinary actions are available, ranging from least severe to most severe:

- **Verbal Warning:** A formal, documented conversation between the employee and their supervisor or manager. The verbal warning outlines the specific behavior that violated policy or expectations, the potential consequences of continued misconduct, and clear expectations for improvement.
 - ⇒ **Example:** An employee arrives late to work multiple times. The supervisor issues a verbal warning, explaining the importance of punctuality and the potential impact on the team's productivity.
- **Written Warning:** A formal, written reprimand that is placed in the employee's personnel file. The written warning details the specific misconduct, references any prior disciplinary actions, and clearly states the consequences of further violations.
 - ⇒ **Example:** An employee fails to complete assigned tasks by deadlines repeatedly. The supervisor issues a written warning outlining the performance issues and the potential for further disciplinary action if improvement is not seen.
- **Suspension:** A temporary removal from work without pay, typically ranging from a few days to several weeks. The length of the suspension is determined by the severity of the misconduct and the employee's past record.

⇒ **Example:** An employee engages in inappropriate behavior towards a coworker. The employee is suspended for a week to reflect on their actions and allow time for additional training on workplace conduct.

- **Demotion:** A reduction in position, responsibilities, or pay grade. Demotions are typically used when an employee's performance or behavior consistently falls below expectations for their current role.

⇒ **Example:** A manager consistently misses performance targets and demonstrates poor leadership skills. They may be demoted to a non-managerial position with fewer responsibilities.

- **Termination of Employment:** The most severe disciplinary action, ending the employment relationship. Termination is reserved for cases of severe misconduct or repeated violations despite prior warnings and opportunities for improvement.

⇒ **Example:** An employee is found guilty of theft or embezzlement from the company. This would likely result in immediate termination of employment.

Progressive Discipline

Except in cases of gross misconduct, the organization follows a progressive discipline approach. This means that disciplinary actions become progressively more severe with each subsequent offense:

1. **First Offense:** Typically results in a verbal warning.
2. **Second Offense:** Usually results in a written warning.
3. **Third Offense:** May result in a suspension.
4. **Fourth Offense:** Could result in a demotion or termination, depending on the nature of the offenses and the employee's overall performance history.

Important Note:

The progressive discipline approach is not a rigid formula. Factors such as the severity of the misconduct, the employee's past record, and the specific circumstances of each case will be taken into account.

Immediate Termination (Gross Misconduct)

In certain cases, immediate termination of employment may be warranted without prior warnings. This typically occurs in instances of gross misconduct, which may include:

- **Theft or fraud:** Stealing company property, falsifying records, or engaging in financial misconduct.
- **Violence or threats of violence:** Physical assault, threats of harm, or creating a hostile work environment.
- **Serious breaches of confidentiality:** Sharing sensitive company information or client data without authorization.
- **Illegal activities:** Engaging in illegal behavior on company premises or while representing the company.
- **Intentional damage to property:** Willfully destroying or damaging company property.

7.3. Ensuring Fair and Transparent Processes

Fairness and transparency are fundamental to a just and effective disciplinary process, ensuring that all individuals are treated with respect, dignity, and impartiality. These principles foster a culture of trust and accountability within the organization. An independent disciplinary panel



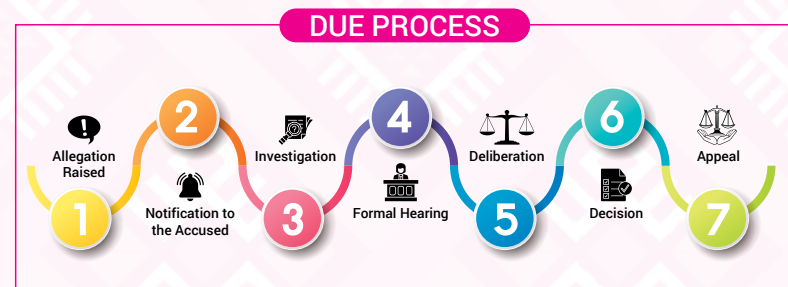
is essential for promoting fairness in the hearing of cases. Additionally, there should be a right of appeal, which, if granted, should be heard by an independent appeals panel to further ensure impartiality and uphold the integrity of the process.

Due Process

Due process guarantees that individuals accused of misconduct have the right to a fair hearing and the opportunity to defend themselves. The following elements are essential to ensuring due process:

- **Written Notice:** A formal written notice is provided to the employee outlining:
 - ⇒ The specific nature of the alleged misconduct, including dates, times, and locations if applicable.
 - ⇒ A clear explanation of how the alleged misconduct violates specific organizational policies or rules.
 - ⇒ The potential consequences of the disciplinary action being considered, including termination of employment.
 - ⇒ The evidence collected during the investigation, such as witness statements, emails, or incident reports.
 - ⇒ The date, time, and location of the disciplinary hearing (if applicable).
- **Opportunity to Respond:** The employee is given a reasonable opportunity to respond to the allegations. This may take the form of:
 - ⇒ **Informal Meeting:** A less formal meeting with their supervisor to discuss the allegations and provide their perspective.
 - ⇒ **Disciplinary Hearing:** A more formal meeting with a designated panel or committee, where the employee can present evidence, call witnesses, and respond to questions.

- **Representation:** Employees have the right to be accompanied and represented by a person of their choice during any disciplinary meetings or hearings. This could be a union representative, attorney, coworker, or friend.
- **Impartial Decision-Maker:** The final decision regarding disciplinary action is made by an impartial individual or group who was not involved in the investigation and has no personal bias in the matter. This helps to ensure objectivity and fairness in the process.



Confidentiality

Confidentiality is critical to protecting the privacy and reputation of all parties involved in a disciplinary matter. Information about the investigation and disciplinary action will be shared only on a “need-to-know” basis. This typically includes:

- **The Employee:** They have the right to know the specific allegations against them, the evidence gathered, and the outcome of the investigation.
- **The Complainant (if applicable):** They have the right to be informed of the outcome of the investigation, without disclosing the specific disciplinary action taken.

- **Relevant Management and HR:** Those involved in the decision-making process need access to the information to make informed decisions.

Exceptions: Confidentiality may be broken in limited circumstances, such as:

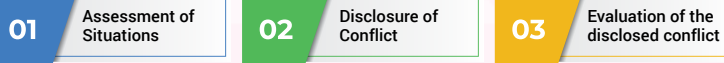
- **Legal Obligations:** If disclosure is required by law, such as reporting suspected criminal activity to authorities.
- **Safety Concerns:** If there is a credible threat to the safety or well-being of others, information may be shared to mitigate the risk.

Conflict of Interest Management

Conflicts of interest can undermine the fairness and credibility of the disciplinary process. Therefore, every effort is made to identify and address potential conflicts. This may involve:

- **Disclosure:** Individuals involved in the investigation or decision-making process must disclose any personal or professional relationships that could create a conflict of interest.
- **Recusal:** If a conflict is identified, the individual may be recused from the process to maintain impartiality.
- **Independent Investigation:** In cases of significant conflicts, an independent investigator may be appointed to ensure an unbiased assessment of the facts.

Identifying Conflicts of Interest



Managing Disclosed Conflicts



Consequences of Unmanaged Conflicts



Transparency and Documentation

Meticulous documentation is essential for transparency and accountability. A comprehensive record of the disciplinary process includes:

- **Initial Complaint:** A record of the initial complaint or report that triggered the investigation, including the date, time, and details of the allegations.
- **Investigation Summary:** A detailed summary of the investigative process, including interviews conducted, evidence collected, and any relevant findings.
- **Employee Response:** A written record of the employee's response to the allegations, including any statements or evidence they provided.
- **Disciplinary Decision:** A formal written decision outlining the specific disciplinary action taken, the reasoning behind the decision, and any conditions or expectations for the employee.

7.4. Role of Governing Bodies and Authorities

Governing bodies and authorities play a crucial role in ensuring the integrity, fairness, and effectiveness of the organization's disciplinary system. They provide oversight, establish policies, and make decisions that uphold the organization's values and protect the rights of all individuals involved.

Oversight and Review

- **Board of Directors/Governing Board:** The board or governing body has ultimate responsibility for overseeing the disciplinary process. They ensure that it aligns with the organization's mission, values, and legal obligations.
- **Disciplinary Committee:** In larger organizations, a designated disciplinary committee may be responsible for reviewing investigation reports, determining appropriate disciplinary actions, and hearing appeals.
- **Senior Management:** Senior managers play a key role in implementing and enforcing disciplinary policies. They may also be involved in reviewing disciplinary decisions and providing guidance to lower-level managers.

Policy Development and Review

- **Policy Creation:** The governing body is responsible for developing comprehensive disciplinary policies that clearly define misconduct, outline available disciplinary actions, and detail the procedures for investigations and appeals.
- **Policy Review:** Policies are reviewed regularly to ensure they remain relevant, effective, and compliant with legal requirements. Changes to policies may be made based on feedback from employees, managers, or external stakeholders.

- **Legal Compliance:** The governing body ensures that disciplinary policies and practices adhere to all applicable laws and regulations, including those related to discrimination, harassment, and due process.

Decision-Making Authority

- **Approval of Disciplinary Actions:** In some cases, the governing body may have the authority to approve or modify disciplinary actions recommended by lower-level managers or committees. This provides an additional layer of oversight and ensures that decisions are made with the best interests of the organization in mind.
- **Appeals Review:** The governing body may also be responsible for reviewing appeals of disciplinary decisions, ensuring that the process is fair and impartial.

Communication and Education

- **Policy Dissemination:** The governing body ensures that disciplinary policies are clearly communicated to all employees, managers, and stakeholders. This may involve providing training sessions, publishing policies in employee handbooks, or posting them on the company intranet.
- **Ethical Standards:** The governing body promotes a culture of ethical behavior and encourages employees to report any concerns about misconduct. They ensure that resources and channels are available for confidential reporting.
- **Feedback Mechanism:** The governing body provides a mechanism for employees to provide feedback on the disciplinary process, ensuring that it remains effective and fair.

7.5. Monitoring and Evaluation of Disciplinary Actions

A robust monitoring and evaluation process ensures the organization's disciplinary system remains fair, effective, and continuously improves. This data-driven approach allows for identification of trends, addresses inconsistencies, and fosters a healthy and productive work environment.



Data Collection and Analysis

- **Data Tracking:** The organization will systematically track key data points related to disciplinary actions. This data will be stored securely and analyzed regularly to ensure confidentiality. Key metrics to track include:
 - ⇒ **Number of Complaints Received:** Total number of formal and informal complaints lodged.
 - ⇒ **Types of Complaints:** Categorization of complaints (e.g., harassment, discrimination, safety violations, performance issues, policy breaches).
 - ⇒ **Number of Investigations Conducted:** Total number of investigations initiated.

- ⇒ **Types of Disciplinary Actions Taken:** Breakdown of disciplinary actions (verbal warnings, written warnings, suspensions, demotions, terminations).
- ⇒ **Outcomes of Appeals:** Number of appeals filed, upheld, modified, or overturned.
- ⇒ **Timeframes for Investigations and Resolutions:** Average time taken to complete investigations and resolve disciplinary actions.
- ⇒ **Demographic Data (Optional):** Anonymized data on employee demographics (e.g., age, gender, department) may be collected to identify any potential disparities in the application of disciplinary actions.
- **Data Analysis:** The collected data will be analyzed using appropriate statistical methods to uncover patterns, trends, and potential areas of concern. For example, analysis may reveal:
 - ⇒ **Prevalence:** Certain types of misconduct may be more frequent than others, highlighting the need for targeted training or policy revisions.
 - ⇒ **Consistency:** Disparities in the application of disciplinary actions across departments or demographics may indicate potential biases or inconsistencies in decision-making.
 - ⇒ **Efficiency:** Bottlenecks or delays in the investigation or appeals process can be identified and addressed to ensure timely resolutions.
 - ⇒ **Effectiveness:** Tracking the frequency of repeat offenses can help assess the effectiveness of disciplinary actions in correcting behavior.

Regular Review

- **Annual Review:** A comprehensive review of the entire disciplinary system will be conducted annually. This review will involve:
 - ⇒ Analyzing the collected data to identify trends and areas for improvement.
 - ⇒ Reviewing disciplinary policies to ensure they are up-to-date and aligned with current legal requirements and best practices.
 - ⇒ Seeking feedback from employees, managers, and other stakeholders about their experiences with the system.
 - ⇒ Evaluating the effectiveness of training programs for managers and supervisors.
- **Policy Updates:** Based on the findings of the annual review, the organization may update its disciplinary policies and procedures to enhance their effectiveness, fairness, and clarity.

Feedback Mechanisms

- **Employee Surveys:** Anonymous surveys will be conducted regularly to gather feedback from employees about their perceptions of the disciplinary process. Questions may cover topics such as fairness, transparency, confidentiality, and overall satisfaction with the system.

- **Managerial Input:** Managers and supervisors will be encouraged to provide feedback on the clarity, effectiveness, and implementation of disciplinary policies and procedures.
- **Exit Interviews:** Exit interviews will be conducted with departing employees to gain insights into their experiences with the disciplinary system, potentially uncovering areas for improvement.

Continuous Improvement

- **Training and Development:** Regular training sessions will be provided to managers and supervisors on the organization's disciplinary policies, investigative procedures, and best practices for conducting fair and impartial investigations.
- **Open Communication:** The organization will foster a culture of open communication, where employees feel comfortable reporting concerns about misconduct and providing feedback on the disciplinary process.
- **Adaptability:** The disciplinary system will be regularly evaluated and adjusted as needed to ensure it remains effective and responsive to the changing needs of the organization and its workforce.

Appendixes

Appendix 1: Glossary of Terms

Accountability: The obligation of individuals and organizations to report on their actions, accept responsibility, and disclose results in a transparent manner.

Athletes: Individuals who participate in sports activities, including professional, amateur, and recreational players.

Baseline Assessment: An initial evaluation conducted to establish the current state of safeguarding measures and identify areas for improvement.

Bullying: Repeated, aggressive behavior intended to hurt, intimidate, or humiliate another person, often involving an imbalance of power. In sports, this can include actions by coaches, teammates, or others in the sports environment.

Child: A person under the age of 18, as defined by the United Nations Convention on the Rights of the Child (CRC).

Coaches and Trainers: Individuals responsible for training, mentoring, and supporting athletes. They play a crucial role in setting the tone for respectful and safe interactions within sports environments.

Code of Conduct: A set of rules outlining the responsibilities and proper practices for individuals within an organization.

Community Involvement: Engagement of community members, including parents, guardians, local leaders, and organizations, in promoting and supporting safeguarding measures.

Confidentiality: The principle of keeping sensitive information private and only sharing it with authorized individuals, particularly information related to reports of GBV and personal details of individuals involved.

Cyberbullying: The use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature.

Designated Safeguarding Officer (DSO): An individual appointed within an organization to oversee and manage safeguarding practices and respond to reports of GBV.

Disciplinary Actions: Penalties imposed on individuals found guilty of violating safeguarding policies or committing GBV. These can range from warnings to suspension, expulsion, or legal action.

Discrimination: Unfair or unequal treatment of individuals based on characteristics such as gender, race, disability, or socioeconomic status. In sports, this can manifest in biased selection processes, unequal opportunities, and prejudiced behavior.

Dissemination: The process of distributing information and materials to a wide audience to ensure awareness and understanding.

Emotional and Psychological Abuse: Behaviors that harm an individual's self-worth or emotional well-being, including verbal attacks, humiliation, intimidation, and isolation.

Ethical Standards: Principles that guide behavior based on values such as fairness, integrity, and respect.

Exploitation: Taking unfair advantage of another person for personal gain. This includes financial exploitation, forced labor, or using someone's talents without adequate compensation.

Gender-Based Violence (GBV): Any harmful act directed at an individual based on their gender. This includes physical, sexual, emotional, and psychological abuse, as well as harmful cultural practices.

Grooming: A process by which an offender builds a relationship, trust, and emotional connection with a child or young person to manipulate, exploit, and abuse them. This often involves giving gifts, special attention, and isolating the child from friends and family.

Harassment: Unwanted behavior that makes a person feel intimidated, degraded, humiliated, or offended.

Hazing: Any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them regardless of their willingness to participate.

Incident Reporting: The process of documenting and reporting occurrences of GBV or other safeguarding concerns.

Key Performance Indicators (KPIs): Metrics used to evaluate the success and effectiveness of safeguarding initiatives.

Legal Assistance: Services provided to help individuals understand their legal rights and navigate legal processes.

Monitoring and Evaluation (M&E): The systematic process of collecting, analyzing, and using information to track the effectiveness of safeguarding measures and make informed decisions.

Neglect: The failure to provide necessary care, assistance, or supervision, leading to harm or risk of harm. In sports, this can involve neglecting athletes' injuries, dietary needs, or emotional well-being.

NGO (Non-Governmental Organization): A non-profit organization that operates independently of the government, often focused on social, environmental, or humanitarian issues.

Physical Abuse: Intentional acts causing injury or trauma to another person through bodily contact. In sports, this can include excessive or inappropriate physical contact during training or competition, or as punishment.

Policy Development: The process of creating comprehensive safeguarding policies that address all forms of GBV and outline procedures for prevention, reporting, and response.

Psychological Support: Counseling and other mental health services provided to individuals to help them cope with trauma and emotional distress.

Rehabilitation Programs: Initiatives designed to help individuals recover from trauma and reintegrate into their communities.

Reporting Mechanisms: Systems and procedures established to enable individuals to report incidents of GBV safely and confidentially.

Safe Sports: Practices and policies designed to prevent and respond to abuse, harassment, and other forms of violence in sports, ensuring a safe and supportive environment for all participants.

Safeguarding: Measures taken to protect the health, well-being, and human rights of individuals, especially children and vulnerable adults, to ensure they live free from abuse, harm, and neglect.

Sexual Abuse: Any sexual act performed on an individual without their consent, including assault, harassment, and exploitation.

Sexual Harassment and Assault: Unwanted sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that creates a hostile or offensive environment.

Sport Community: This includes all individuals and organizations involved in sports, including athletes, coaches, officials, volunteers, and administrators. It also encompasses schools and other educational institutions where sports are part of the curriculum.

Stakeholders: Individuals and groups with an interest or role in the sports community, including athletes, coaches, staff, parents, community members, and organizations involved in sports activities.

Support Services: Resources and assistance provided to help individuals affected by GBV, including medical care, counseling, and legal aid.

Transparency: The practice of being open and honest in communication, ensuring that information is accessible and clear to all stakeholders.

Victim: A person who has suffered harm, including physical, emotional, or psychological injury, as a result of GBV or other abuse.

Victim Support Utilization Rate: The percentage of reported victims who access provided support services, indicating the effectiveness and accessibility of these services.

Workshops and Training Sessions: Interactive sessions designed to educate stakeholders on safeguarding policies, GBV prevention, and their roles and responsibilities in creating a safe sports environment.

Zero Tolerance Policy: A policy that does not permit any level of unacceptable behavior and enforces strict consequences for violations

Appendix 2: Resources

Safeguarding Policy Template: A customizable template that helps organizations develop a comprehensive safeguarding policy, outlining key principles, procedures, roles, and responsibilities. [Example: NSPCC Safeguarding Policy Template](#)

Code of Conduct Template: A template for creating a code of conduct for coaches, staff, volunteers, and athletes, outlining expected behaviors and standards. [Example: Sport England Code of Conduct Template](#)

Risk Assessment Checklist: A checklist to guide organizations through the process of identifying potential risks to athlete safety and well-being, and developing strategies to mitigate those risks. [Example: Ann Craft Trust Safeguarding in Sport Framework](#)

Incident Report Form: A standardized form for recording details of any safeguarding concerns or incidents, ensuring that all necessary information is captured accurately and consistently. [Example: Safeguarding in Sport and Sport for Development \(S4D\) Contexts in Africa](#)

The African Charter on the Rights and Welfare of the Child (ACRWC) is a comprehensive legal instrument that outlines the rights and protections afforded to children across the African continent. It was adopted by the Organization of African Unity (now the African Union) in 1990 and entered into force in 1999.

Unite for Ending Violence Against Women (partnership with UN Women): <https://inside.fifa.com/social-impact/campaigns/football-unites-the-world/unite-for-ending-violence-against-women>



Sport for Women's Empowerment Programme (partnership with GIZ): <https://inside.fifa.com/news/fifa-and-giz-expand-partnership-with-launch-of-sport-for-womens-empowerment-programme>



Cyberbullying Research Center: <https://cyberbullying.org/>
The Cybersmile Foundation: <https://www.cybersmile.org/>
StopBullying.gov: <https://www.stopbullying.gov/>



Intersection of race and gender discrimination in sport - Report of the United Nations High Commissioner for Human Rights <https://www.ohchr.org/en/documents/thematic-reports/ahrc4426-intersection-race-and-gender-discrimination-sport-report-united>



Fair Play: Building a strong physical activity system for more active people: <https://www.who.int/publications/i/item/WHO-HEP-HPR-RUN-2021.1>



Measuring the contribution of sport, physical education and physical activity to the Sustainable Development Goals https://production-new-commonwealth-files.s3.eu-west-2.amazonaws.com/migrated/inline/SDGs%20Toolkit%20version%204.0_0.pdf



African Union Sports Council (2021) <https://www.sportencommun.org/wp-content/uploads/2021/10/20210917-ausc-giz-s4da-safeguarding-practitioners-guide-eng-1.pdf>



Sexual Harassment and Abuse (SHA) tool <https://olympics.com/athlete365/safe-sport/sexual-harassment-and-abuse-in-sport/>



Universal Code of Conduct to Prevent and Address Maltreatment in Sport <https://sportintegritycommissioner.ca/files/UCCMS-v6.0-20220531.pdf>



Sexual Exploitation, Abuse and Harassment (SEAH) Investigation Guide <https://www.chsalliance.org/get-support/resource/sexual-exploitation-abuse-and-harassment-seah-investigation-guide/>



Supporting individuals affected by sexual violence in sport – a guide for sport organizations https://research.edgehill.ac.uk/ws/portalfiles/portal/28806419/VOICE_GOOD_PRACTISE_GUIDE_Einzelseiten_final.pdf



Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH (2018) <https://www.sport-for-development.com/imglib/downloads/giz2018-en-Implementing-development-goals-sport-for-gender-equality.pdf>



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Appendix 3: List of Participants in Preparation of Guideline

S/N	Name	Position	Organization
1.	Ameir Mohammed Makame	Commissioner of Sport	Department of sport
2.	Suleiman Mujuni Baitani	Consultant	
3.	Rufeya Khamis Juma	Project Coordinator	Zanzibar Female Lawyers Association (ZAFELA)
4.	Abuubakar Moh'd Lunda	Registrar	National Sports Council of Zanzibar
5.	Nassra Juma Mohamed	Sport Facilitator	Zanzibar Football Federation
6.	Khamis H. Shaame	Head of health and training	Tanzania red cross society
7.	Munisa Ali Juma	Community development officer	Ministry of Social Development, Gender, Elderly and Children.
8.	Salma Mwalim Simai	Gender officer	Ministry of Social Development, Gender, Elderly and Children.
9.	Tahir Mkubwa Said	PE Teacher...	Department of Sport and Culture-Ministry of Education and Vocational Trainings
10.	Abdulla Juma Abdulla	PE Teacher	Department of Sport and Culture-Ministry of Education and Vocational Trainings
11.	Kassim Mohammed Juma	PE Teacher	Department of Sport and Culture-Ministry of Education and Vocational Trainings
12.	Hassan Khairalla Tawakal	Sport Master (Dean of Student)	State University of Zanzibar
13.	Ali Rashid Juma	Assistance Lecture of Physical Education	State University of Zanzibar
14.	Makame Sharif Ame	Sport Facilitator	Ministry of Information Youth Culture and Sport
15.	Haroub Ali Kassim	Planning officer	Ministry of Information Youth Culture and Sport

S/N	Name	Position	Organization
16.	Khamis Siasa Khamis	Director of Policy Planning and Research	Ministry of Information Youth Culture and Sport
17.	Moh'd Haji Khatib	Planning Officer	Ministry of Information Youth Culture and Sport
18.	Riziki Shehe Bakar	Planning Officer	Zanzibar National Sports Council
19.	Saleh Hashim Abdallah	Sport officer	Ministry of Information Youth Culture and Sport
20.	Ramla Yussuf Teodari	PE. Teacher	Department of Sport and Culture-Ministry of Education and Vocational Trainings
21.	Hudhuni Mussa Hababu	Coach	Zanzibar Volleyball Association
22.	Abdulkheir Khamis Mohammed	PE. Teacher	Department of Sport and Culture-Ministry of Education and Vocational Trainings
23.	Bakar Hamad Bakar	Program Manager	Zanzibar Health Promotion
24.	Sadiki Ally Sultan	Police Gender Desk	Zanzibar Police Headquarter
25.	Said Ali Mansab	Secretary	Zanzibar Netball Association
26.	Arafa Talib Omar	Planning Officer	Department of Sport and Culture-Ministry of Education and Vocational Trainings
27.	Aisha Khalid Abdalla	Planning Officer	Zanzibar National Council of Persons with Disabilities.
28.	Kristin Ritcher	Regional Manager - S4DA	GIZ Regional Project Sports for Development in Africa
29.	Hijja Mohamed Ramadhani	Gender Advisor	GIZ Regional Project Sports for Development in Africa
30.	Frankline Olukohe	Regional Advisor	GIZ Regional Project Sports for Development in Africa

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Notice

[illegible]

Zanzibar's sports sector is at the heart of our cultural and economic growth, offering a platform that unites, inspires, and strengthens our communities. As we move forward, the Zanzibar Sport Policy 2018, under its guiding motto "Sports for All," sets the foundation for an inclusive and equitable sporting environment. This vision is further reinforced by the Inclusive Gender Strategy for Sports 2024/25 – 2028/29.

The guideline is specifically designed to provide clear and actionable steps to protect all individuals involved in sports, ensuring that sports is truly for everyone. It outlines prevention, education, and reporting mechanisms that empower athletes, coaches, and administrators to recognize the signs of abuse, take preventive actions, and prioritize the well-being of every participant. Robust reporting and response systems ensure that incidents of GBV are handled swiftly and effectively, with appropriate support for victims and accountability for offenders.

