

# 16<sup>th</sup> FIS Youth and Children's Seminar

## Athlete Wellbeing – Safe Sport for All

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**Organisation:**

Ken Read, Chairman of the Coordination Group Youth & Children  
Josef Zenhäusern, FIS Development Programme Consultant  
Andrew Cholinski, Coordinator Bring Children to the Snow  
Stefanie Gerber, FIS Development Programme Coordinator

# 16<sup>th</sup> FIS Youth and Children's Seminar

## Athlete Wellbeing – Safe Sport for all

### Programme

**Tuesday, 25<sup>th</sup> September 2018**  
*Room Zurich A/B*

**19.00**                      Networking Evening  
 Opening by Gian Franco Kasper – FIS President  
 Welcome by Ken Read – Chair FIS Coordination Group Youth & Children

**Wednesday, 26<sup>th</sup> September 2018**  
*Room Panorama C*

**09:00 – 09:15**            **Introduction**  
 - Sarah Lewis, FIS Secretary General  
 - Josef Zenhäusern, FIS Development Programme Consultant

**09:15 – 09:45**            **FIS Snow Safe Policy and the Journey to Now / Impact of harassment and abuse**  
 - Jenny Shute MBE, Consultant to British Ski & Snowboard; FIS Lead Welfare Officer; Vice-Chairman FIS Medical Committee; Member Youth & Children's Alpine S-C; Y&C Coordination Committee

**09:45 – 10:15**            **Keynote Presentation: How can we prevent harassment and abuse?**  
 - Anne Tiivas OBE, Director of Safe Sport International

**10:15 – 10:30**            **Coffee Break**

**10:30 – 11:15**            **Panel Discussion, Headed by Clare Barrell, UK Sport**  
 - Susan Greinig, IOC Medical Programmes Manager and Toolkit co-author  
 - Kirsty Burrows, IOC Safeguarding Toolkit co-author  
 - Hannah Kearney, FIS Athlete Commission Member  
 - Jenny Shute, FIS Snow Safe Policy, Welfare Officer  
 - Anne Tiivas OBE, Director of Safe Sport International  
 - Håvard Øvregård, Norwegian Olympic, Paralympic and Confederations of Sports

**11:15 – 11:45**            **What to do if we have a case**  
 - Håvard Øvregård, Norwegian Olympic, Paralympic and Confederations of Sports

11:45 – 13:00

Lunch break

13:00 – 13:20

**Case Studies:**  
**Larry Nassar Case** (US Gymnastics)  
**Cases in Snowsports**  
 - Jenny Shute

13:20 – 14:15

**Workshop: What is your National Ski Association doing?**  
 - **Group 1:** Anne Tiivas and Håvard Øvregård  
 - **Group 2:** Kirsty Burrows and Susan Greinig

14:15 – 14:45

**Reports from Workshop**  
 - **Group 1:** Anne Tiivas and Håvard Øvregård  
 - **Group 2:** Kirsty Burrows and Susan Greinig

14:45 – 15:15

Coffee Break

15:15 – 15:30

**Bring Children to the Snow Update**  
 - Andrew Cholinski, Coordinator Bring Children to the Snow

15:30 – 16:00

**GISS - Get into Snow Sports**  
 - Riikka Rakic, Programme Director, Get into Snow Sports (GISS)

16:00 – 16:15

**Summary and Conclusions**  
 - Ken Read, Chair FIS Coordination Group Youth & Children

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Please note that the seminar will be conducted in English only. \*Lunch is not included

# 16<sup>TH</sup> FIS YOUTH AND CHILDREN'S SEMINAR

Athlete Wellbeing – Safe Sport for All





# JOSEPH ZENHÄUSERN

FIS Development Programme Consultant



# SARAH LEWIS

FIS Secretary General



# JENNY SHUTE, MBE

*FIS Lead Welfare Officer; Vice-Chairman FIS Medical Committee; member Youth and Children's Coordination Group and Alpine SC.*



A female skier with blonde hair is smiling and holding her red Atomic skis and a ski pole. She is wearing a white knit beanie with a Barilla logo, a white and blue racing bib with the number 5, and a blue and white racing suit. The bib also features logos for Allgäu, OFTERSCHWANAU, and LAYENBERGER. The background is a blurred outdoor setting with a blue banner that says 'Energiepar Energiepar Energiepar'.

# ATHLETE WELLBEING PREVENTION OF HARASSMENT AND ABUSE

## **Dr. Jenny Shute MBE**

FIS Lead Welfare Officer

Vice Chair FIS Medical Committee

FIS Y&C Alpine & Coordination SCs

*Tel: (+44) 776 846 1781*

*Email Address: [jenny.shute@teambss.org](mailto:jenny.shute@teambss.org)*

## A QUICK NOTE ABOUT TODAY

- Interaction welcomed
- Please do interrupt
- If you share information that may be confidential, we ask that all delegates respect the rule that these things stay within this group.
- Anonymity is the rule
- Some of the things we talk about may make you feel uncomfortable...

# AIMS

- Awareness
- Understanding
- Education
- Best practice
- Policies don't protect athletes, best practice does!
- How can we help?

*A positive approach is key*

## TODAY'S SPEAKERS

- **Susan Greinig**, IOC Medical Programmes Manager and Toolkit co-author
- **Kirsty Burrows**, IOC Safeguarding Toolkit co-author
- **Clare Barrell**, UK Sport
- **Hannah Kearney**, FIS Athlete Commission Member
- **Anne Tiivas OBE**, Director Safe Sport International
- **Håvard Øvregård**, Norwegian Olympic, Paralympic and Confederation of Sports



# WHAT ARE WE TALKING ABOUT

- **What are the best words to use?**
  - What does safeguarding mean?
  - What is harassment and abuse (non-accidental violence)?
- **How common is it?**
- **Why do victims not speak up?**
- **Why might organisations not speak up?**
- **What can we do about it?**
  - What is the responsibility of the IF?
  - What is the responsibility of the NSAs?
- **What is MY responsibility?**

# BACKGROUND: IOC ATHLETES CHARTER

1. Integrity and clean sport
2. Governance and communication
3. Career and marketing
4. Safeguarding
5. Sports competition

# MILESTONES

1. IOC Toolkit – 2017
2. Safe Sport International – 2018
3. UK Sport - throughout



# LARRY NASSAR

- More than 150 victims reported assaults by US Olympic Gymnastics team doctor Dr. Larry Nassar
- Relational and institutional failings
- Culture of silence



# WHAT CAN WE LEARN ABOUT CASES

- Key requirements for prevention
- A sea change in organisational culture and governance
- **Empowerment to recognise and report** – athletes of all ages, managers, parents and peers
- **Listen** - ensure that athlete voices are heard and that concerns are investigated and dealt with
- **GOOD** will arise from **BAD**







# BRITISH SKI AND SNOWBOARDING

- Volunteer Manager of British U16 Alpine Ski Team for more than 20 years
- 1999- 2002: Codes of Conduct
- 2002-2010: Lead CWO for my NSA
- 2007, 2015: presentations to the FIS Y&C Seminar
- Virtual task force member during the development of the IOC Toolkit
- Initially difficult in GBR, now accepted best practice
- All staff – safeguarding updates
- Safeguarding updates an essential element of coach licenses for more than 10 years

## STEP 1: CONGRESS

- Decision passed in FIS Congress 2016
- ***All athletes have the right to participate in sport whatever their age, gender, race, religion or belief, sexual orientation, ability or disability in a fun and safe environment, and have the right to protection from harassment and abuse***
- Added to:
  - FIS Statutes
  - ICR
  - FIS Code of Ethics



## STEP 2: DEVELOPMENT OF FIS POLICY

- Charged with devising general and in-competition policies, and advice for NSAs
- FIS Working Group, across commissions
  - Medical
  - Legal & Safety
  - Athletes' Commission
  - Youth Committees
  - Ethics Commission

**Thanks to Hannah Kearney, Satu Kalajainen, and members  
of the L&S Committee**

## STEP 3: THE FIS POLICY

- FIS has a Policy:

[http://www.fis-ski.com/mm/Document/documentlibrary/General/12/46/93/FISSnowSafePolicy2018\\_English.pdf](http://www.fis-ski.com/mm/Document/documentlibrary/General/12/46/93/FISSnowSafePolicy2018_English.pdf)

# INSIDE THE POLICY: INTRODUCTION

- Covers Athletes / Participants of all ages, in line with the IOC Toolkit
- FIS Commitment to Safeguarding
- Ethical Background - Statutes, ICR

# INSIDE THE POLICY: HARASSMENT & ABUSE

- Description of different forms of abuse
  - Physical
  - Sexual – harassment and abuse
  - Psychological, including bullying and hazing
  - Neglect
- Psychological abuse underlies all other forms
- Can be based on age, gender, race, religion or belief, sexual orientation, ability or disability
- Power differential
- Power of the internet - cyberbullying

## INSIDE THE POLICY: IMPACT

- Physical and mental health issues
- Loss of self esteem
- Early drop-out
- Eating disorders and disordered eating
- Self harm, even suicide
- Altered relationship with family and friends

***There is evidence that elite, child and disabled athletes are a particularly vulnerable group***

# INSIDE THE POLICY: IMPACT ON ORGANISATIONS

- Risks
  - Reputation loss
  - Financial loss
  - Loss of participants
  - Loss of trust
- Crucial to develop policies and procedures to ensure safe sport for all
- Athlete centered organisation
  - No-one is afraid to speak up
- Athletes/participants must have easy access to a safe person to talk to and a safe place to talk
- ....and must be heard

# INSIDE THE POLICY: SPECIFIC SECTIONS

- General Safeguarding Policy
- In-Competition policy
- National Ski Associations
- Pre-competition agreements re extent of responsibility and reporting lines
- FIS Lead Welfare Officer

## INSIDE THE POLICY: EDUCATIONS LINKS

- **IOC Website Athlete Learning Gateway** – course delivered by Dr Margo Mountjoy and Sheldon Kennedy (former ice hockey athlete / survivor) <http://onlinecourse.olympic.org>
- **International Safeguards** – a list of requirement in a simple, clear format, available from the following link, translated into many languages: <https://www.sportanddev.org/en/learn-more/child-protection-and-safeguarding-sport>
- **IOC Toolkit** – Prevention of Harassment and Abuse in Sport
- **FIS Snow Safe Policy**



## WORK IN PROGRESS....

- FIS Major Events In-Competition Policy has been drafted.
- FIS is one of the first IFs to adopt a policy to safeguard athletes from harassment and abuse.
- FIS would now like to be the first IF to have all its member nations with individual policies and procedures in place.
- Athletes to support and *own* this policy

# SNOW SAFE = SAFE SPORT



# ANNE TIIVAS, OBE

*Director of the NSPCC's Child Protection in Sport Unit (CPSU) in the UK and Chair of Safe Sport International.*





How can we prevent harassment  
and abuse?

**Anne Tiivas OBE**  
**Chair Safe Sport International**

- Policy background to child/athlete safeguarding and protection in sport
- Definitions – what is safeguarding and child/athlete protection?
- Additional risks – including talented and elite young athletes
- Putting safeguards in place – key global initiatives
- Help to take action and support

# Prevention

- Awareness – education and training
- Culture change
- Listening to children, young people and adult athletes/survivors
- Everyone's responsibility
- Leadership
- Seamless safeguarding across levels of participation and age groups
- Prioritising athlete well-being above everything else
- Holistic approach to all areas of well-being





*“There can be no keener  
revelation of a society’s soul  
than the way it treats its  
children”*

- Nelson Mandela

# Policy Background

- Little connection or policy cross-over historically
- Children's rights and human rights largely absent from attention in sport
- Few statutory requirements on sports bodies
- Safeguarding and athlete protection absent from sport governance
- Limited research or evidence base to define the problem
- Children's rights work ahead of adults
- Little consideration to children/adults made additionally vulnerable to abuse – such as disabled participants



# Initial policy/action drivers

- Typically high profile cases of physical or sexual violence – multiple victims, elite performance coaches
- Intense media attention
- Loss of sponsorship
- Reputation damage

But...

- Reactive not proactive
- Not based on evidence
- Focused on dealing with rogue individuals not systematic change
- Not athlete centred or aligned with other integrity issues
- Not a seamless policy approach from childhood to adulthood and across performance levels.

# In at the Deep End 2002

*'Raising the issue of child protection in sport is seen by some like opening a can of worms when it might be better to keep the lid on. The ASA and the NSPCC recognise this anxiety and concern. Like learning to swim, however, you need at some point to jump in at the deep end. Every child has a right to be protected wherever they are.'*



# Definitions

- Safeguarding
- Athlete/child protection
- Violence, abuse, neglect, bullying
- Well-being
- Welfare
- Duty of Care

# Definitions: harassment and abuse

- The IOC Consensus Statement: harassment and abuse (non-accidental violence) in sport 2016
  - Psychological harassment and abuse – gateway to non-accidental violence
  - Sexual harassment and abuse
  - Physical abuse and forced exertion
  - Neglect
- ...bullying

# Definitions

- **Safeguarding** – refers to the actions we take to ensure ALL children are safe from harm when involved in our clubs and activities
- **Child protection** - is a set of activities that are required for SPECIFIC children who are at risk of/or are suffering significant harm
- **Abuse** - refers to acts of commission or omission that lead to a child experiencing harm
- **Harm** - refers to the negative impact or consequences upon the child of those actions
- **Violence** - refers to ‘all forms of physical or mental violence, injury and abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse’ (article 19 UNCRC)
- **Gender-based violence** – abuse and power over another person based on their gender, gender identity, expression or perceived gender



# Adults at risk

UK legislation (The Care Act 2014)

- Self-neglect
- Modern slavery
- Domestic abuse
- Discriminatory
- Organisational
- Physical
- Sexual
- Financial/material
- Neglect and acts of omission
- Emotional or psychological

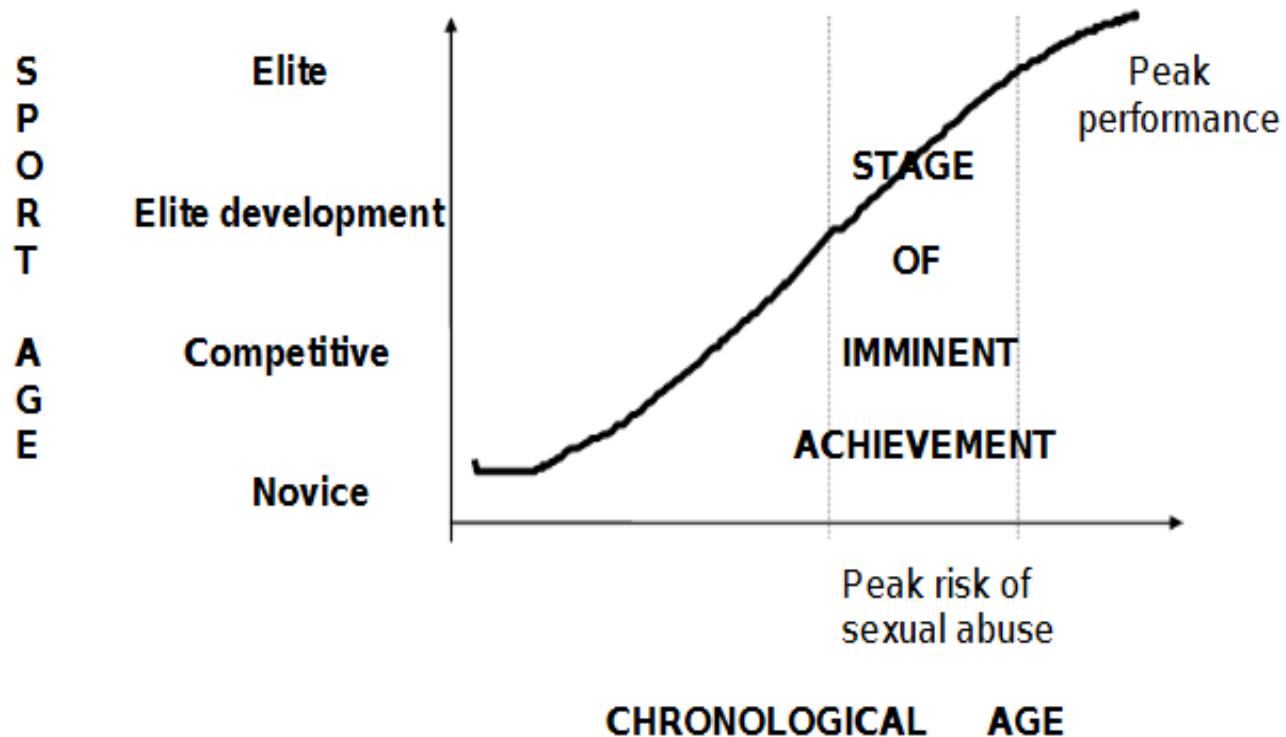
# Recent data from Belgium

[Vertommen *et al.*, 2015]

Type of IV	TOTAL SAMPLE % N = 4043	ETHNIC MINORITY % N=334	LGB ATHLETES % N=308	ELITE ATHLETES % N = 112	DISABLED ATHLETES % N=183
Psychological Moderate or severe experiences	26,1	24,8	34,6*	42,0*	41,6*
Physical Moderate or severe experiences	10,2	16,4*	18,2*	23,2*	30,3*
Sexual Moderate or severe experiences	12,8	17,6*	24,4*	25,9*	31,4*



# 'Stage of imminent achievement': Celia Brackenridge



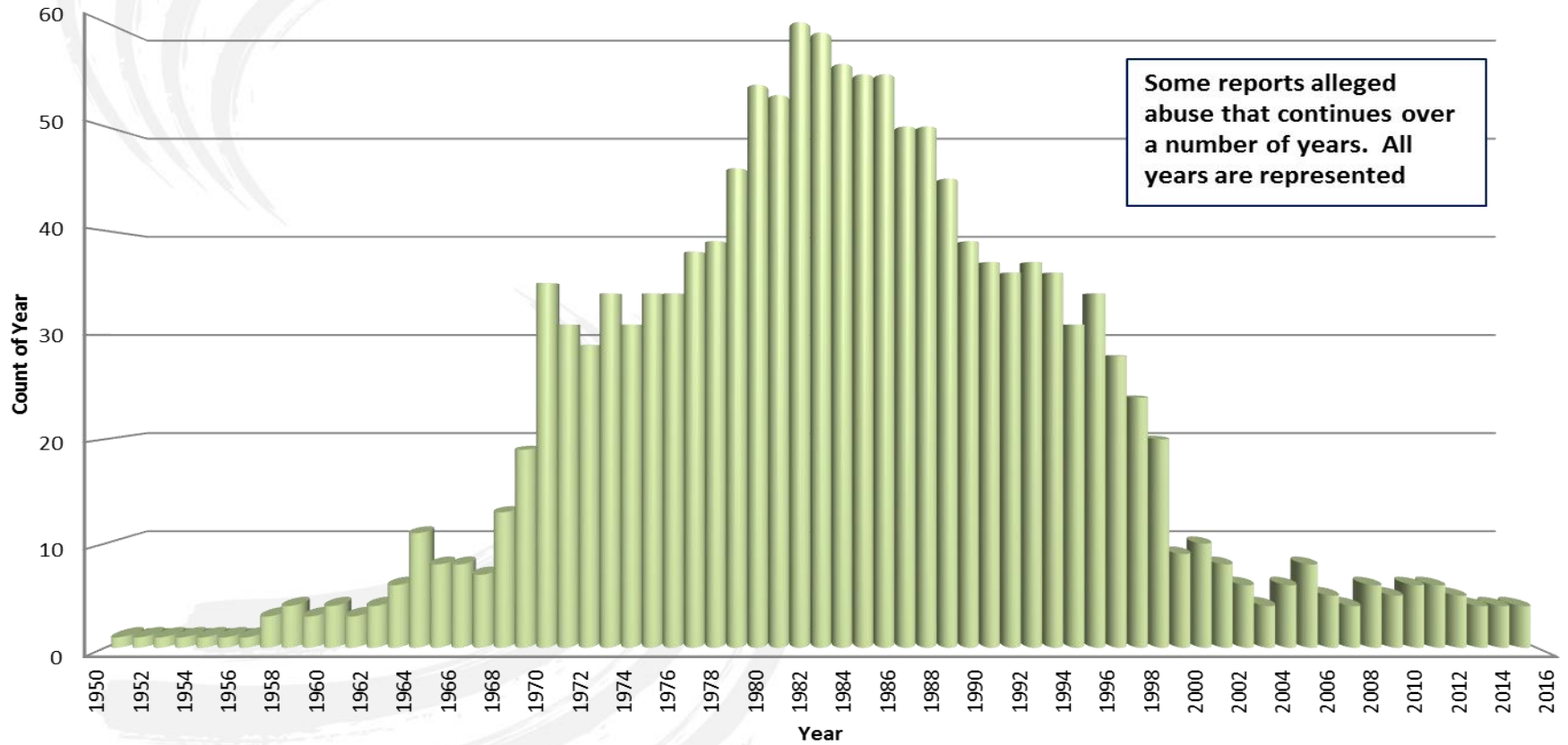
# Say Something



# Non-recent/historic abuse

- Non-recent abuse – particularly sexual violence-has lifelong impact
- Affects the individual, their families, friends and team mates
- 90% of cases examined in the recent football inquiry through Operation Hydrant posed current safeguarding risks – cases dated back to 1950s

## Date of Reported Abuse



# Policy Development - Current

- Intergovernmental, i.e., United Nations (UNCRC), MINEPS VI-Kazan Action Plan
- Gender-based violence
- Government (but don't rely on it)
- Collaborations, i.e., International Safeguards for Children in Sport
- Non-governmental, i.e. private sport organizations
- Inquiries – IICSA (UK), Australian Royal Commission
- Specialist child/athlete protection agencies – UK NSPCC, Canadian Centre for Child Protection, Australia Play by the Rules, US Center for SafeSport
- NOCs – e.g., Netherlands, Germany
- Sport for Development (Caribbean CSD)

# Whose policy, whose rules?

- International law, statutory instruments and rights conventions
- Regional (continental) and national governance bodies/governments – legislation/statutory guidance
- Local statutory regulation and child/adult protection services
- International sport governance/regulatory bodies e.g. IOC, IPC, Commonwealth Games,,
- International/regional sport federations – FIS
- National Associations
- Local associations
- Clubs - facilities

# International background

- UNCRC
- UN Global Study
- Unicef Innocenti Centre meeting
- UNOSDP task groups
- UNICEF Review: Protecting Children from Violence in Sport 2010
- Brunel International Research Network for Athlete Welfare 2010
- IOC Consensus Statements:2006 – over-training elite child athletes – sexual harassment and abuse
- 2016 Consensus: Protection of Athletes from Harassment and Abuse (all forms)
- Guidance to NOCs and IFs
- Athlete protection reporting procedure from Rio onwards
- Athlete Protection Toolkit and resources launched Autumn 2017



# International context

- **Safer, better , stronger! Prevention of Sexual harassment and Abuse in Sports** – recommendations to the European commission 2012
- **International Safeguards for Children in Sport** – launch Johannesburg Beyond Sport Summit 2014; Implementation Guides based on research with 50 sports bodies published 2016; Advisory Board 2018
- **European projects** - ICES ‘Safeguarding Youth Sport’ and ‘Sport Respects your Rights’ 2014-2015; Pro Safe Sport 2015 and 2017; Voice 2017; I-protect 2018
- **EU Commission – Gender Equality in Sport:** Proposal for Strategic Actions 2014-2020
- **Safe Sport International** – Declaration of Principles 2014
- **Safe Sport International** – Global Summit and Madrid Declaration 2018



# Sport Governance

- Sport governance traditionally associated with structure, running of organization and not athlete welfare
- Sport governance is evolving to include athlete welfare as a key business element, e.g., [Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 \(U.S.\)](#) (requires all amateur sport organizations delivering youth programming to implement procedures to minimize one-on-ones, prohibit retaliation, deliver education to all adults working with youth)
- UK Governance Code for Sport (requires sports-council funded organisations to meet NSPCC/CPSU Standards for Safeguarding and Protecting Children in Sport) – first review CEOs identified safeguarding as one of top 3 risks.

international

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safeguarding  
children in sport

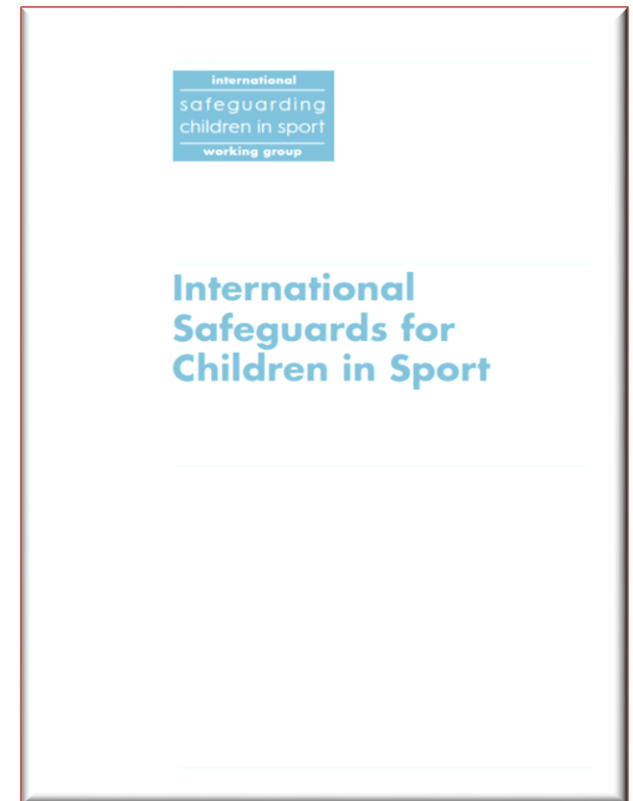
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working group

# Sport Governance

1. Developing your policy
2. Procedures for responding to concerns
3. Advice and support
4. Minimising risks
5. Guidelines for Behaviour
6. Recruitment, training and communication
7. Working with partners
8. Monitoring and evaluating

<https://www.sportanddev.org/en/toolkit/child-protection-and-safeguarding>

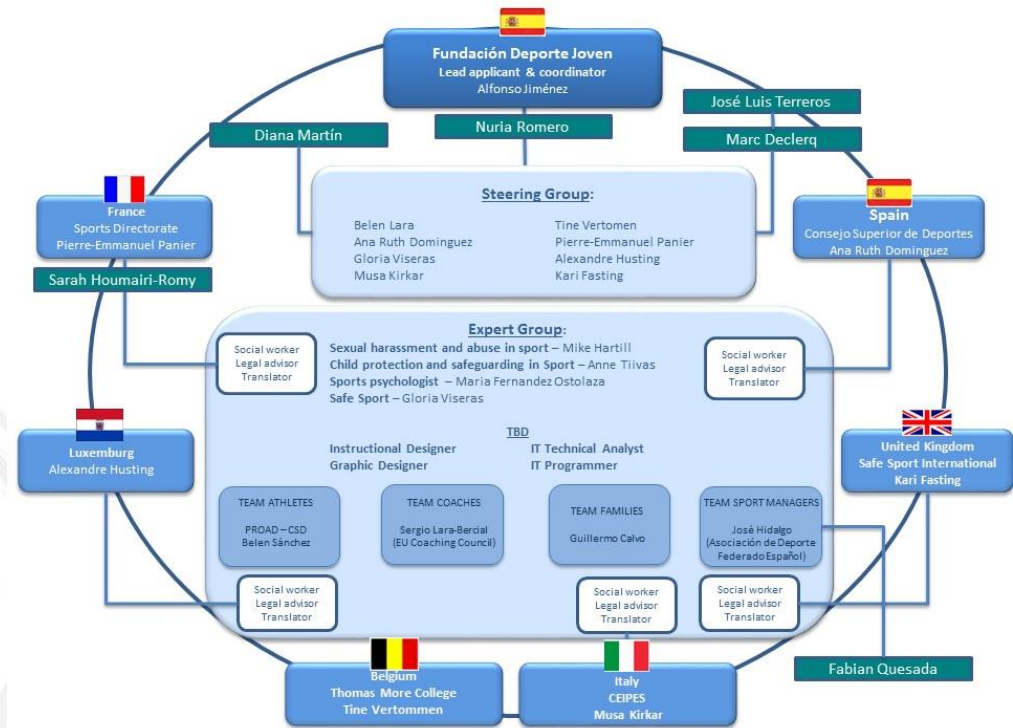


# Stages of work to implement

1. Preparing for the journey – raising awareness of the need to safeguard children
2. Preparing to implement – reflecting on where you are now and prioritising your next steps
3. Developing your safeguard
4. Implementing your safeguard
5. Embedding your safeguard

# Start to Talk Campaign

- An **ERASMUS+** project for the development of an e-learning online platform targeted at grassroots organizations and with the participation of athletes, families, coaches and sport managers.
- The successful completion of the platform program will grant the participating organizations with the **i-Protect in Sport Seal**



# IOC Safeguarding Toolkit



This toolkit aims to assist National Olympic Committees (NOCs) and International Federations (IFs) in the development of policies and procedures to safeguard athletes from harassment and abuse in sport.

The IOC's mission is to place athletes at the heart of the Olympic Movement, and Olympic Agenda 2020 sets out the strategic roadmap for this. This includes Recommendation 18: Strengthen support to athletes. Through this recommendation, the IOC has taken significant steps to safeguard athletes from harassment and abuse in sport.



# Where is the athlete voice?

- IOC engagement with athlete entourage, including athlete commission/s
- Player's Unions, e.g., Uniglobal
- Sport Respects Your Rights
- Voice Project -EU
- Sport youth councils/young ambassadors
- I'm Involved – NSPCC/CPSU E-Learning
- Others?



# Prevention

- Awareness – education and training
- Culture change
- Listening to children, young people and adult athletes/survivors
- Everyone’s responsibility
- Leadership
- Seamless safeguarding across levels of participation and age groups
- Prioritising athlete well-being above everything else
- Holistic approach to all areas of well-being

[www.safesportinternational.com](http://www.safesportinternational.com)

@SafesportInt

[www.thecpsu.org.uk](http://www.thecpsu.org.uk)

@TheCPSU



Thank you

# COFFEE BREAK



# 16<sup>TH</sup> FIS YOUTH AND CHILDREN'S SEMINAR

Athlete Wellbeing – Safe Sport for All



# PANEL DISCUSSION



## PANEL

- ***Susan Greinig, IOC Medical Programmes Manager and Toolkit co-author***
- ***Kirsty Burrows, IOC Safeguarding Toolkit co-author***
- ***Hannah Kearney, FIS Athlete Commission Member***
- ***Jenny Shute, FIS Snow Safe Policy, Welfare officer***
- ***Anne Tiivas OBE, Director Safe Sport International***
- **Håvard Øvregård, Norwegian Olympic, Paralympic and Confederation of Sports**

# HÅVARD ØVREGÅRD

*Norwegian Olympic and Paralympic  
Committee and Confederation of Sports  
responsible for work against sexual  
harassment and abuse*





NORGES  
IDRETTSFORBUND



# Sexual harassment and abuse: What to do if we have a case?

*16th FIS Youth and Children's Seminar  
Athlete Wellbeing – Safe Sport for All  
Zurich, September 26<sup>th</sup> 2018*

Håvard B. Øvregård  
Adviser, The Norwegian Olympic and Paralympic  
Committee and Confederation of Sports

# Why?

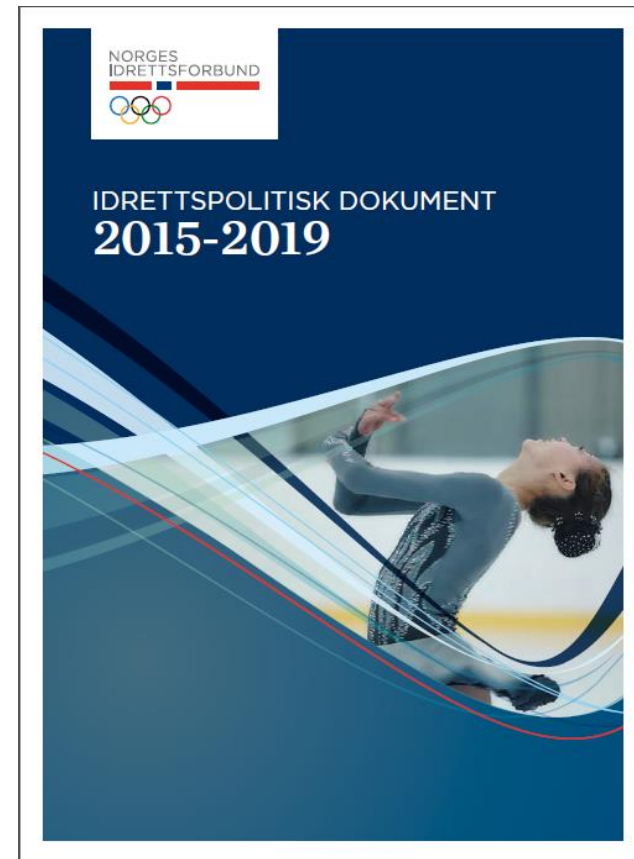
Vision:

***Joy of Sport***  
***– for All***

# Zero tolerance of discrimination and harassment

## **Sport Policy Document - 6.4**

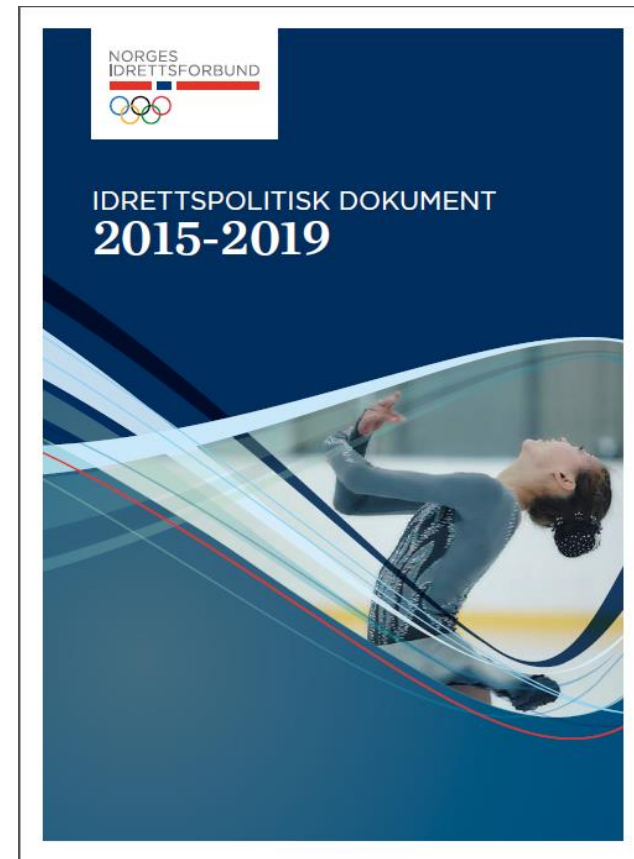
- Norwegian sport shall ensure zero-tolerance for any form of discrimination and harassment within sport <...>.



# Zero tolerance of discrimination and harassment

## Sport Policy Document - 6.4

- Norwegian sport shall ensure **zero-tolerance for any form of discrimination and harassment** within sport <...>.



# Zero-tolerance

- For any form of discrimination and harassment
  - Bullying
  - Racism
  - Homophobia
  - Sexual harassment and abuse

# Zero-tolerance

=

There shall always be a reaction

***You can not  
be neutral***



# Sexual harassment and abuse (Sexual violence)



**NORWAY**

***Rules:* Guidelines**

***Procedures:* Guide for  
dealing with cases**

***Prevention:* Films**



HJELPER: Fra sin posisjon i Idrettens Hus i Oslo, har Øvregård bistått mange personer og idre... [Les hele](#)

«Enten så *har* det skjedd hos oss, eller så skjer det hos oss *nå* eller så *vil* det skje i fremtiden. Og derfor må vi som idrettslag informere om [NIFs veileder](#) på neste styremøte og sørge for å ta opp temaet.»

***“Every sports club must now think [...] either it has happened in our club, or it happens now, or it will happen in the future”***

# Timeline

2000: Research shows 28 % of female elite athletes have experienced sexual harassment in sport (Fasting & Sundgot-Borgen)

2000: Guidelines against sexual harassment

2009: Required police-checks (certificate) for those with responsibility for children or people with intellectual disabilities

2010: New revised guidelines against sexual harassment and abuse in sport

2011: A dedicated staff member

2013: Five films for use in education and preventive work

2017: Guide for dealing with cases regarding sexual harassment and abuse



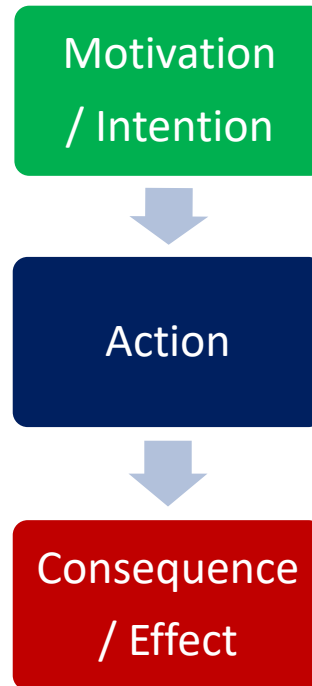
INFORMASJON OM OG RETNINGSLINJER MOT  
SEKSUELL TRAKASSERING  
OG OVERGREP I IDRETTE



*The following guidelines apply within all  
Norwegian sports:*

- 1. Treat everyone with respect, and refrain from all forms of communication, action or behaviour that may be perceived as offensive.**
2. Avoid body contact that may be perceived as unwanted.
3. Avoid all types of verbal intimacy that may be perceived as sexually charged.
4. Avoid expressions, jokes and opinions that relate to the athlete's gender or sexual orientation in a negative way.
5. Seek to have both sexes represented in the support network

“It was not my  
intention to ...”



## *The following guidelines apply within all Norwegian sports:*

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*The following guidelines apply within all  
Norwegian sports:*

- 6. Avoid contact with the athletes in private spaces unless there are several persons present or in agreement with parents/guardians or the sports management.**
7. Show respect for the athlete's, coaches and leader's private life.
8. Avoid dual relationships. If a reciprocal relationship is established, the situation should be raised and clarified openly in the milieu.
9. Do not offer any form of reward with the purpose of demanding or anticipating sexual services in return.
10. Take action and give notice if a breach of these rules is experienced.

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# Coach-athlete relationships

Need to underline **The responsibility of the Coach**

Tentative recommendations on coach-athlete-relationships:

1. Coaches shall in general not engage in amorous or sexual relations with any of their athletes
2. If this still should happen, the coach shall immediately inform his/her superior (head coach, sport club president, etc), in order for the latter to decide if the relation shall have consequences for the coach
3. If, after such a relation, the athlete feel the coach has abused his/her relation to the athlete, this should have consequences for the coach

*The following guidelines apply within all  
Norwegian sports:*

6. Avoid contact with the athletes in private spaces unless there are several persons present or in agreement with parents/guardians or the sports management.
7. Show respect for the athlete's, coaches and leader's private life.
8. Avoid dual relationships. If a reciprocal relationship is established, the situation should be raised and clarified openly in the milieu.
- 9. Do not offer any form of reward with the purpose of demanding or anticipating sexual services in return.**
10. Take action and give notice if a breach of these rules is experienced.

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Norwegian sports:*

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8. Avoid dual relationships. If a reciprocal relationship is established, the situation should be raised and clarified openly in the milieu.
9. Do not offer any form of reward with the purpose of demanding or anticipating sexual services in return.
- 10. Take action and give notice if a breach of these rules is experienced.**

# Challenges

- How many know about the Guidelines?
- Do sport clubs feel confident enough to deal with cases?
- Do victims of harassment/abuse have confidence in the sport organisation?



Key challenges:

***FEAR***

***INSECURITY***

# How to overcome **fear** ?

... and feel confident enough to

- address the topic
- deal with cases

# Confidence to deal with cases

(fear for doing mistakes)

- Clear-cut advices
- Step-by-step – recommendations
- Someone to call for help

## Guide for dealing with cases regarding sexual harassment and abuse (December 2017)

- Easier to report
  - for victims of sexual harassment and abuse
  - for those suspecting sexual harassment and abuse
- Easier for the sport clubs to handle cases
  - Clear-cut advices
  - Step-by-step

## Veileder for håndtering av saker som gjelder seksuell trakassering og overgrep

Har du opplevd seksuell trakassering og/eller overgrep i idretten? ▾

Har du hørt om seksuell trakassering og/eller overgrep i idretten? ▾

Har du ansvar i eit idrettslag, og har fått informasjon om seksuell trakassering og/eller overgrep? ▾

Kva er seksuell trakassering og seksuelle overgrep? ▾

Kva skal idrettslaget gjere når det vert varsla om seksuell trakassering eller overgrep? ▾

Saksgang i idrettslaget ▾

Idrettslaget skal føre logg for kvar sak ▾

Handtering av informasjon ▾

Ta vare på dei involverte ▾

Reaksjonar ▾

Kontakt ▾



- **Have you experienced**
- **Have you heard about**
- **Responsibility in sports club**
- **What is**
- **What shall the sports club do**
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- **Case-log**
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## Have you experienced sexual harassment and / or abuse in sports?

- Talk about it with someone you trust.
  - Telling someone about the harassment / abuse assists you to put an end to it. It is important that you tell, so this person is not allowed to do the same to other people.
- Contact police and / or Assault centre if you have been subjected to abuse.
  - Police: tel 02800 / [www.politi.no](http://www.politi.no) (You may ask to talk to someone working with sexual assault).
  - Assault centre: [www.Overgrepsmottak.net](http://www.Overgrepsmottak.net) / [www.dinutvei.no](http://www.dinutvei.no)
  - You can ask someone you trust to come with you to the police / assault centre.
- If you do not want or dare to talk to the police / assault centre, there are others who can assist you:
  - Public health nurse
  - Doctor / General practitioner (GP)
  - The alarm phone for children and adolescents (tel. 116 111)
  - Country coverage telephone for incest and sexually abused (tel. 800 57 000)
- In case of sexual assault, you are entitled to free legal counsel before you decide to report to the police. Read more here: <https://dinutvei.no/utsatt/251-rett-till-assistentadvokat>
  - Find legal assistance near you:  
<https://www.domstol.no/globalassets/upload/en/internett/domstol.no/straffesak/faste-bistandsadvokater.pdf>
- Tell your sports club, either the club manager or club chairperson.
- If you do not want or dare to contact the sports club, you can contact the responsible counselors at NIF: Håvard B. Øvregård, phone: 91 77 31 57, e-mail: [havard.ovregard@idrettsforbundet.no](mailto:havard.ovregard@idrettsforbundet.no)

**Have you experienced**

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### Have you heard about sexual harassment and /or abuse in sports?

- Help the person who has experienced harassment / abuse.
- Contact the police if you know or are unsure of whether it is a crime
- Report the issue to the sports club
- Everyone has the duty to report to the police, if this will assist in preventing new abuses (according to §196 in the Norwegian penal code).
- If you do not want or dare to contact the sports club, you can contact the responsible counselors at NIF: Håvard B. Øvregård, phone: 91 77 31 57, e-mail: [havard.ovregard@idrettsforbundet.no](mailto:havard.ovregard@idrettsforbundet.no)

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**Are you in charge of a sports club and have been informed about sexual harassment and / or abuse?**

- Help the person who has experienced harassment / abuse.
- Contact the police if you know or are unsure whether the action is a crime.
- Contact the regional confederation for assistance in handling the case.
- Ensure that the case is dealt with in the sport club, see advice below.

- **Have you experienced**
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## What is sexual harassment and sexual abuse?

- Sexual harassment is unwelcome sexual attention that is offensive to the object.
  - It is the experience of the one offended, and not the intention of the actor, that determines whether it is sexual harassment.
- Sexual abuse is sexual actions with someone who has not or cannot give consent
- Criminal acts related to sexual harassment and abuse include:
  - Rape
  - Contact of genitals and breast
  - To take, save or convey sexualized images
- Sexualized action against children under the age of 16 years is always punishable by law.

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### What shall the sports club do when they are informed of sexual harassment or abuse?

- The sports club must take all messages seriously.
- Messages about sexual harassment and abuse must be handled by the leadership (club manager / club chairperson) in the main club.
- If a coach or someone in an elected position is contacted by someone about such a matter, they shall immediately inform the club manager or club chairperson.
- If the action is a violation against an adult, one should strongly encourage the person to report to the police him or herself. It is recommended to offer to accompany the person to the police.
- If the action is a violation against a minor one shall inform the parents, and in consultation with them report to the police
  - If one suspects that a parent has committed sexual abuse to the minor, one should contact the police directly or contact the local child welfare office.
- It is crucial that such matters be considered urgent.
  - In matters that may be a criminal offence, one should contact police on same day on phone 112 (emergency) or 02800.
    - If one is in doubt about what one should do, one should contact the police, present the matter and ask them for advice.
    - The sports club must clarify the follow-up of such cases with the police, in order not to interfere with the police investigations.
  - In other cases, the club leadership must handle the matter as soon as possible, no later than one week from being informed.
    - For example, by appointing case officers from the board and invite the parties involved to (separate) meetings.
  - The sports club shall never prevent anyone to contact the police or advise anyone to not contact the police.
- Contact the regional confederation for assistance in handling the case.
  - Contact information to regional confederations:  
[www.idrettsforbundet.no/idrettskretser/](http://www.idrettsforbundet.no/idrettskretser/)

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## How to handle cases in the sports club

- It is the main board in the sports club that handles and makes decisions in the case.
  - As with other matters, the board should assess any conflict of interest, and this should be noted by relevant protocols.
- All matters shall be followed up irrespective of whether the police were involved.
  - And whether or not an accused person is convicted, or if a sentence ends with a denial or a sentence is abandoned.
- The board should appoint two case officers among the board members, preferably one of each sex.
- While prosecuting is under the police or judicial system, the sports club must:
  - Assess whether the case should be submitted to NIFs own legal bodies for suspension of involved person (s).
  - Ask the person (s) accused for having committed sexual harassment or abuse to have a retracted role in the club until the case is handled.
  - Consider retrieving new police certificate (s).
- Things that are not police cases or which have been completed by the police / judicial system shall be followed up by the board by the case officers.
- The case officers should have separate meetings with those involved, and assess whether one should retrieve other information. Based on this, they make a report to the board, including a proposal for the board's decision in the case.
- The sports club is encouraged to contact the regional confederation in such matters.
  - Contact information to regional confederations:  
[www.idrettsforbundet.no/idrettskretser/](http://www.idrettsforbundet.no/idrettskretser/)

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### **The sports club must keep a log for each case**

- The leadership in the sports club must always create a case log when it comes to messages that are subject to sexual harassment or abuse. Here you can list different events, actions and contacts in the case, including date, time and type of action.
- The log can be in this form:
  - [Date] [Time] X received telephone / e-mail about the case from person Y
  - [Date] [Time] X talked to the club administrator about the case
  - [Date] [Time] Club administrator talked to person Y
  - [Date] [Time] Club administrator informed the chairperson of the board
- Avoid writing personal information in the log.
- The aim for the log is to have a clear and detailed overview of the sports club's handling of the case. This contributes to a proper handling internally, but is also important if the case at a later stage should be investigated by the police or the media.
- Log and all other case information must be handled confidentially and by as few persons as possible.

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### Handling of information:

- The board shall ensure that information about the matter is not communicated to anyone beyond those who handle the case.
- In matters that may be a criminal offense, the sports club must ask the police for advice before informing others in the group / sports club, for instance the parents / guardians of other children in the sports club.
- Rumors and gossip makes a police investigation / the sports club's handling of the case more difficult, and adds unnecessary hardship to the people concerned.

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### **Take care of those involved**

- The leadership in the sports club must take care of those involved, and facilitate the handling of charges without causing unnecessary strain.
- The sports club has a specific responsibility to take care of the person who may have experienced harassment or abuse and to facilitate his/her ability to continue to be an active member of the sports club.

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## Reactions

- Sexual harassment, abuse, and violations of NIF's Guidelines can be sanctioned by NIF's penal code.
  - This means that a sports club, or any other organizational level in NIF, can press charges to the NIF sports court.
  - The NIF sports court can suspend the accused while waiting a final decision, and after that there may be a verdict /reaction that includes exclusion from all participation in Norwegian sport.
  - When a sports club considers to press charges to the NIF sports court, they should contact the regional confederation for guidance.
- If sports clubs want to adopt / give other reactions, one should contact the regional confederation for advice.

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## Contact

- For more information, contact the regional confederation or NIF centrally
  - Contact information to regional confederations:  
[www.idrettsforbundet.no/idrettskretser/](http://www.idrettsforbundet.no/idrettskretser/)
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# Summary: What to do?



- Case-handling
  - The board gives mandate to someone to handle the case (male and female)
  - Meetings with all parties
  - Proposal for decision
- Contact police if it might be a crime

# Summary: What to do?



- Guidelines (and knowledge of them)
- Procedures for Case-handling
- Awareness-raising measures

# Confidence to address the topic

(fear for the taboo)

## “The role of the coach”

- Five short films to be used in our work against sexual harassment and abuse
  - Coach education/training
  - Club events/meetings
  - Federation events/meetings
- Available online
  - <https://www.idrettsforbundet.no/tema/retningslinjer/seksuell-trakassering-og-overgrep/> (Norwegian)
  - <https://www.idrettsforbundet.no/english/the-role-of-the-coach/> (English/french subtitles)
- Accessible without any previous knowledge/training



*Fysisk berøring av en  
utøver under trening...*

Physical contact with an  
athlete during training ...



*Hva er ok?*

What is appropriate?

***You can not  
be neutral***

Vision:

***Joy of Sport***  
***– for All***

**Håvard B. Øvregård**

**Adviser, work against discrimination and harassment**

**m: +47 91 77 31 57**

**[havard.ovregard@idrettsforbundet.no](mailto:havard.ovregard@idrettsforbundet.no)**

**[www.idrettsforbundet.no/english](http://www.idrettsforbundet.no/english)**

**The Norwegian Olympic and Paralympic  
Committee and Confederation of Sports**

**LUNCH BREAK**





# 16<sup>TH</sup> FIS YOUTH AND CHILDREN'S SEMINAR

Athlete Wellbeing – Safe Sport for All



# JENNY SHUTE, MBE

*FIS Lead Welfare Officer; Vice-Chairman FIS Medical Committee; member Youth and Children's Coordination Group and Alpine SC.*

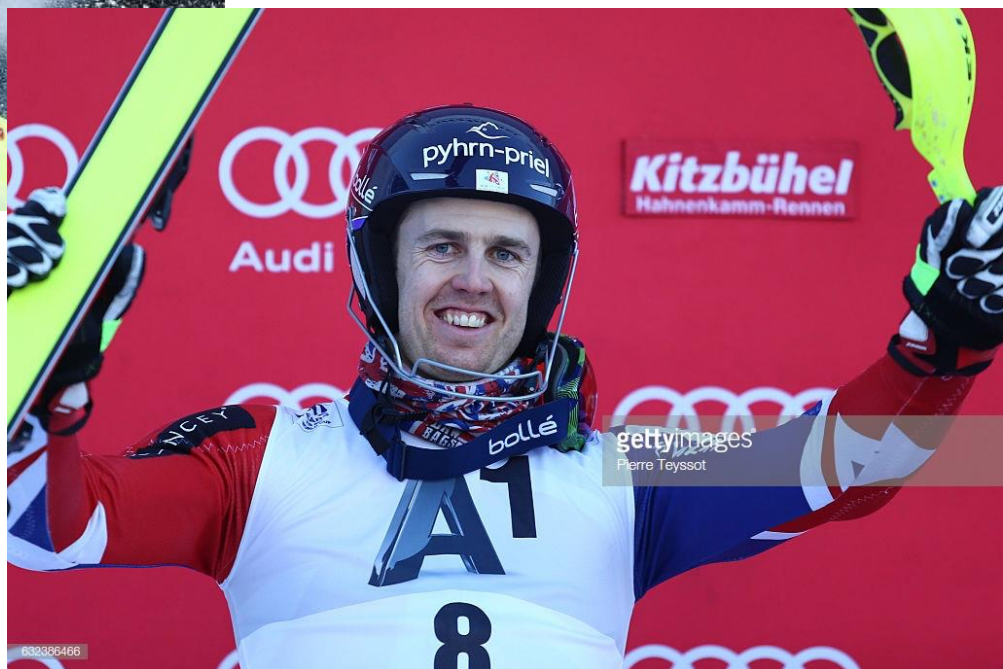


## A QUICK REMINDER ABOUT TODAY

- **Anonymity is the rule** - no names will be mentioned, with the single exception of Larry Nassar
- Some of the things we talk about may make you feel uncomfortable...
- If there is anything you would like to discuss in private, I am around for the duration of the Autumn meetings –Tel +447768 461781; email address in the FIS Snow Safe Policy.
- **Confidentiality** - if you share information that may be confidential, we ask that all delegates respect the rule that these things stay within this group.
- **Interaction welcomed!**



# DAVE RYDING (GBR)



# WHO IS LARRY NASSAR?

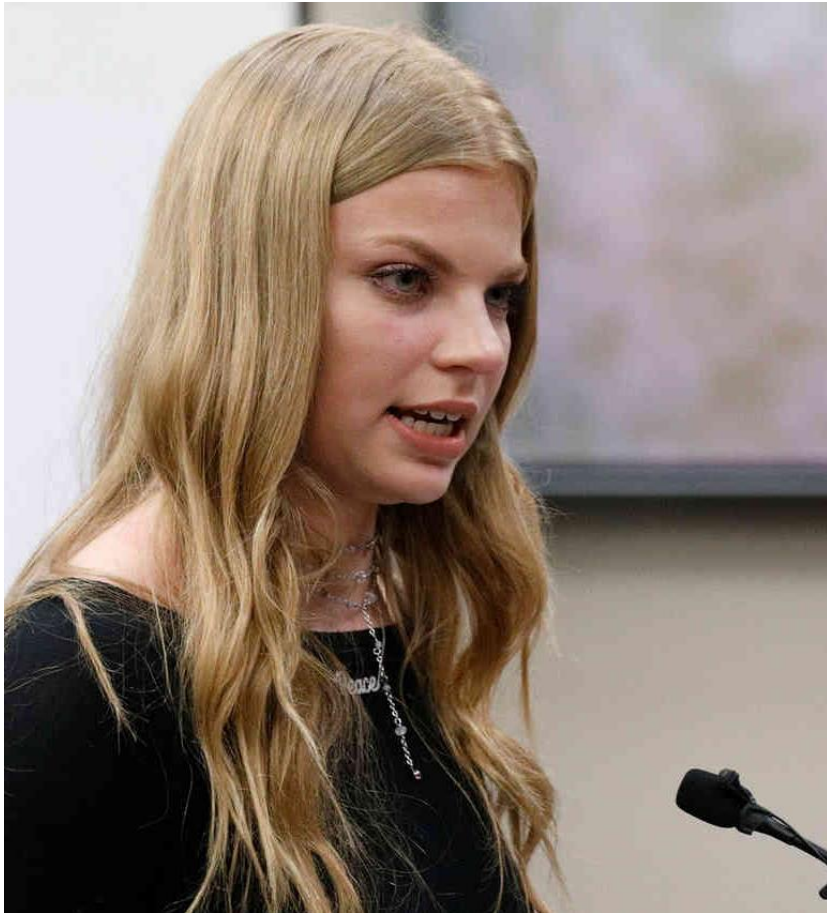
- Dr. Larry Nassar, former team physician for the United States Olympic Gymnastics team
- Used his position to sexually abuse underage girls.
- Three institutions ‘miserably failed’ to protect children under their care
  - USA Gymnastics
  - US Olympic Committee
  - Michigan State University



*“...Larry is disgusting. Larry is a MONSTER and not a doctor”*

# THE TESTIMONIES

## THE TESTIMONIES

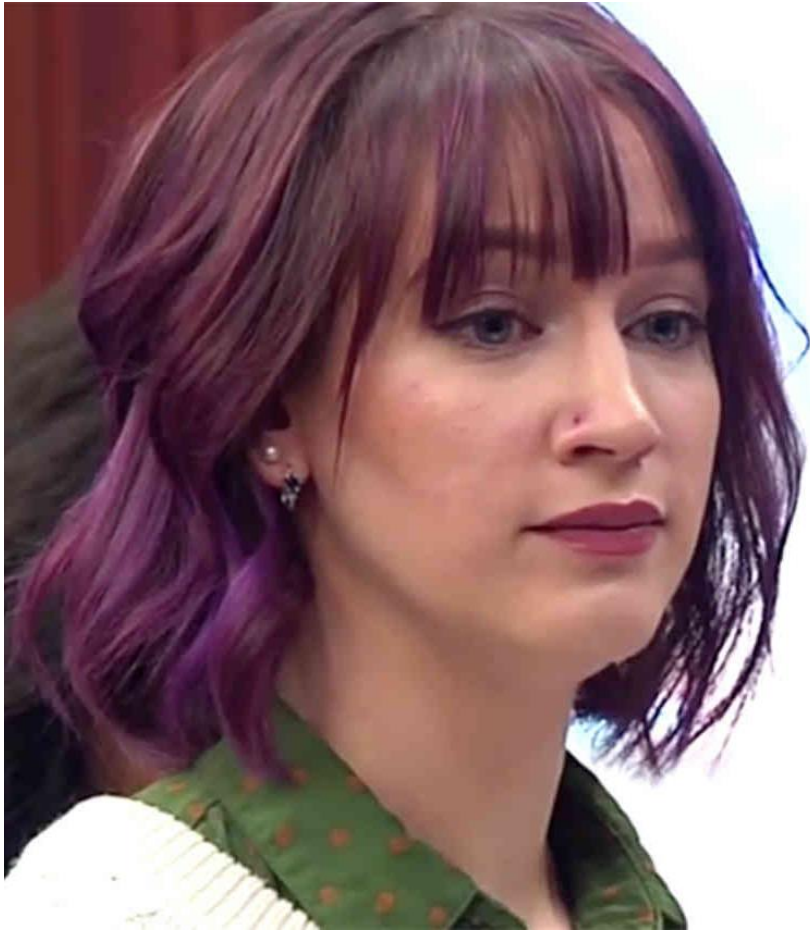


*“He’s a miracle worker. He can fix anyone or anything.’  
Thinking back to these words filling my naïve mind, all I can think of is how this man, someone who held oh-so-many high credentials, was the monster who left me with more pain and scars than I came to his office with.”*

**Jade Capua, gymnast**



## THE TESTIMONIES



*“My parents, who had my best interest at heart, will forever have to live with the fact that they continually brought their daughter to a sexual predator, and were in the room as he assaulted me”.*

**Marie Anderson, swimmer**



# THE OUTCOME

- The summing-up:

*“You used that position of trust that you had in the most vile way to abuse children. You violated the oath that you took, which is to do no harm, and you harmed them selfishly.”*

Judge Rosemarie Aquilinar in the trial of Larry Nassar

- The sentence:

Up to 125/175 years in prison

# REMEMBER THE TYPES OF ABUSE

- Physical
- Psychological
- Sexual harassment and abuse
- Neglect

*Not everything is about sexual abuse*



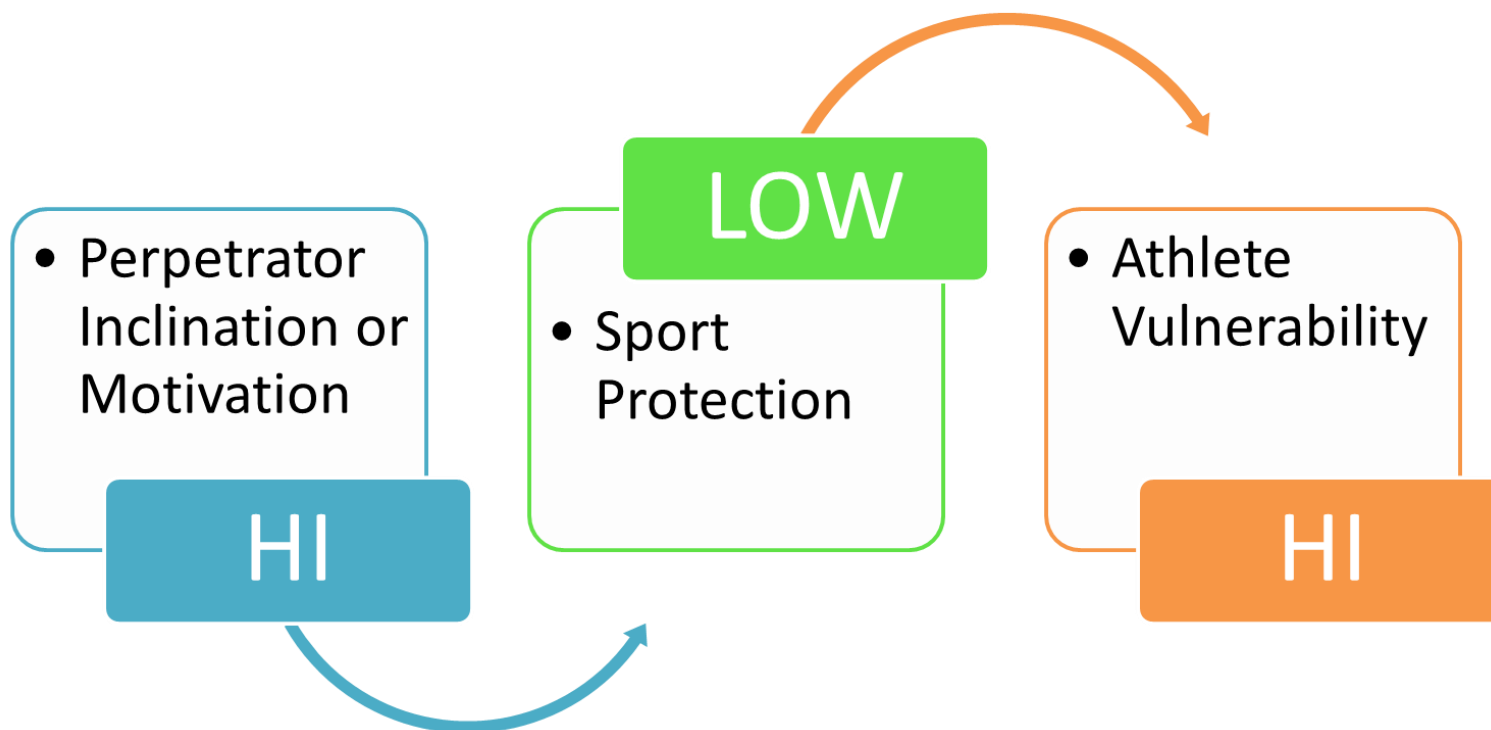
# ENIOLA ALUKO

- England soccer team, 102 caps
- 2016 - spoke up against head coach Mark Sampson for making comments of a racist nature against her
- Her claims were ignored
- A poorly conducted investigation ticked the boxes, but led nowhere
- Eniola was dropped from the team, and pilloried in the media
- A classic example of poor governance leading to abuse...
- Evidence of earlier inappropriate behaviour towards players emerged, and Mark Sampson was finally brought to justice...

# THE OUTCOME

- Mark Sampson was sacked, September 2017
- Formal public apology to Aluko – October 2017
- Those within the sports association were unable to speak out with confidence
- All organisations should provide a clear path for athletes to make their concerns known in confidence and then investigated appropriately by those with responsibility within the organisation
- This is an essential part of the safeguarding process

# THIS IS WHERE WE COME IN



# GOOD CAN ARISE FROM BAD...



# GOOD CAN ARISE FROM BAD...



**“THE TABLES HAVE TURNED,  
LARRY. WE ARE HERE.  
WE HAVE OUR VOICES, AND WE  
ARE NOT GOING ANYWHERE.”**



# SIGNS THAT WE MUST NOT MISS

- Physical and mental health issues
- Loss of self esteem
- Eating disorders and disordered eating
- Loss of performance
- Loss of academic performance
- Self harm, even suicide
- Self-isolation
- Altered relationships with friends and family

*Children, adolescent and elite athletes are especially vulnerable*







# PROCESS - VOICES MUST BE HEARD

- The systems and frameworks must be in place to enable reporting of concerns
  - **Safe place** that encourages communication
  - **Safe person** to talk to
- Athletes and all participants to be educated to recognise the signs of harassment and abuse
- No nation and no sport can afford to neglect these principles
- All concerns must be heard and investigated

# IN THE FIS DISCIPLINES?

**Surely not in my sport, in my country...?**

- There is strong evidence that abuse occurs in **ALL SPORTS**
- And in **ALL NATIONS**
- Evidence also shows that:
  - Elite athletes are not merely exempt but are actually more vulnerable to psychological, physical and sexual abuse.
- GBR Snowsports, other nations...

# CHALLENGES FOR ORGANISATIONS

## Historic cases

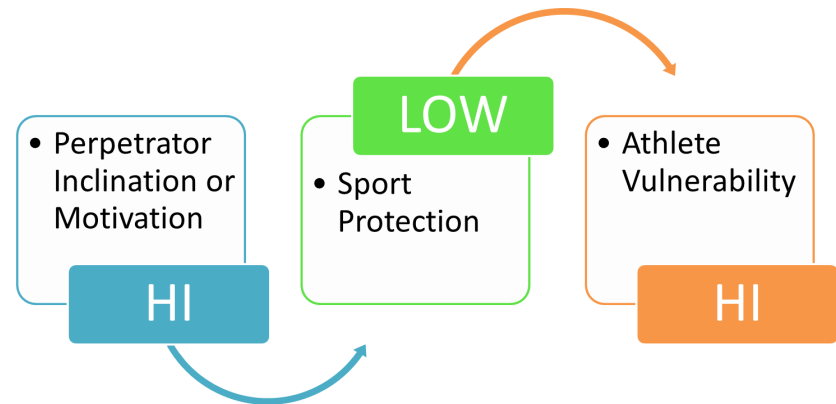
- Resources
- Cultural changes
- Exhausting, time-consuming, and in public eye
- Hurtful; processes may have been set up since

## Education

- Resources
- All staff working with children (U18s) must update through safeguarding courses
- In UK, all coaches must undertake regular education to confirm licence

# IN THE FIS DISCIPLINES?

- Urgent need to develop policies and procedures to prevent harassment and abuse in all nations
- To protect and safeguard athletes
- To hear their voices
- To investigate all concerns
- On to the Workshop...!





F I S

**SNOW SAFE = SAFE SPORT**

*Positive for Sport at every level!*

# WORKSHOP





**Group 1 - Anne Tiivas and Håvard Øvregård**

*Room: Panorama C (here)*

**Group 2 – Kirsty Burrows and Susan Greinig**

*Room: Berne*

# GROUP 1

Anne Tiivas and Håvard Øvregård



# REPORTS FROM WORKSHOP



# GROUP 1

Anne Tiivas and Håvard Øvregård



# GROUP 2

Kirsty Burrows and Susan Greinig



# COFFEE BREAK



# ANDREW CHOLINSKI

*FIS Coordinator, Bring Children to the Snow*



A group of children in colorful winter gear are lined up on a snowy slope, ready for a ski race. They are wearing various hats, jackets, and pants in shades of purple, green, pink, and yellow. Some are crouching in starting blocks, while others are standing. The background shows a snowy landscape with trees and a crowd of spectators.

**BRING CHILDREN TO THE SNOW**



## THE NUMBERS

6'512 Events

53 Countries

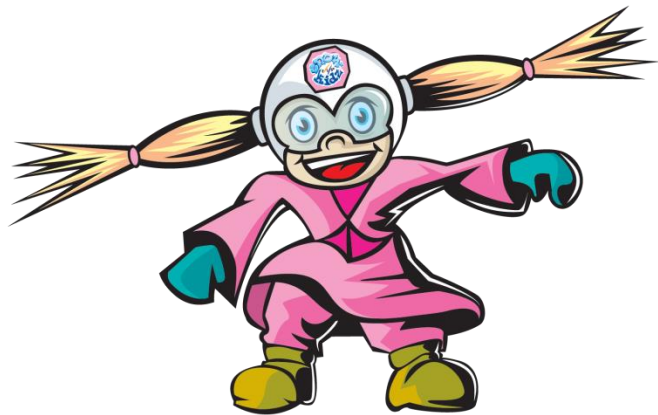
3.1 Million Participants



Anywhere



Anytime



FÉDÉRATION INTERNATIONALE DE SKI  
INTERNATIONAL SKI FEDERATION  
INTERNATIONALER SKI VERBAND



23 Events

6 Organisers

4 Countries



FÉDÉRATION INTERNATIONALE DE SKI  
INTERNATIONAL SKI FEDERATION  
INTERNATIONALER SKI VERBAND



2978 Events

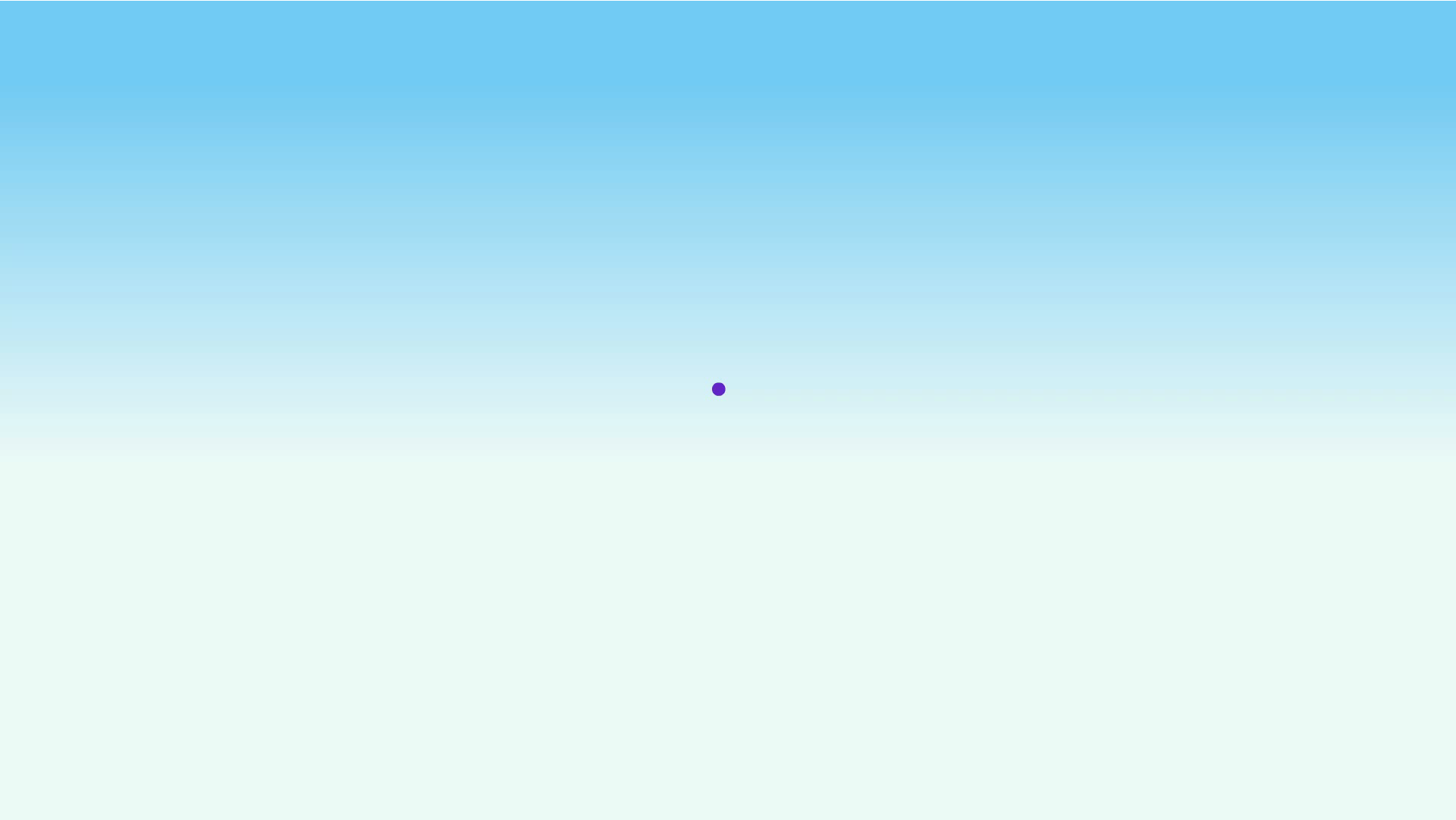
472 Organisers

49 Countries

# SnowKidz Safety Animations



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# SnowKidz Awards 2020



FÉDÉRATION INTERNATIONALE DE SKI  
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INTERNATIONALER SKI VERBAND



F I S<sup>®</sup> SNOW  
KIDZ  
AWARD  
2020



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# Organiser Care Packages



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INTERNATIONALER SKI VERBAND

20. January  
2019

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EXPLORE

EXPERIENCE



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20.  
January 2019



34 Events  
24 Countries



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20.  
January 2019



# World Snow Day Awards



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20.  
January 2019



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**World<sup>®</sup>  
SNOW  
Day** 

Awards

**2019**



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20.  
January 2019



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20.  
January 2019



# New Partner



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20.  
January 2019



**ATOMIC**



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[www.world-snow-day.com](http://www.world-snow-day.com)

20.  
January 2019



# Organiser Care Package



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20.  
January 2019



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20.  
January 2019



# Updated Website



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INTERNATIONALER SKI VERBAND

[www.world-snow-day.com](http://www.world-snow-day.com)



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[Locate an Event](#)

[Videos](#)

[Reports](#)

# FIS World Snow Day

20th January 2019







## Organise an Event

Welcome to the Organise an Event section. This is a paradise for any one thinking to Organise a World Snow Day event. Here current and potential Organisers will find items such as event registration, the event ideas guide, event case studies, Preferred Suppliers and the Digital Toolkit. Not sure where to start? No problem, just follow our four steps below.







THANK YOU



# RIIKKA RAKIC

*Programme Director,  
Get Into Snow Sports (GISS)*





16<sup>th</sup> FIS YOUTH AND  
CHILDREN'S SEMINAR

September 2018

Riikka Rakic



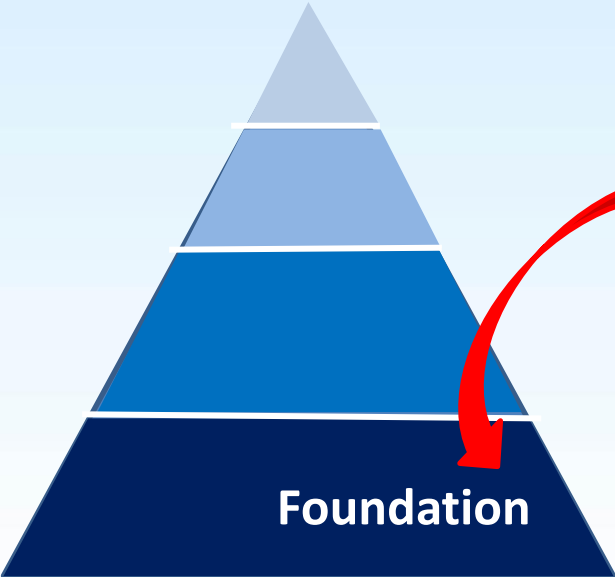




# Enter Get Into Snow Sports (GISS)



# Sport Development Pyramid



# Positioning of GISS



**“Snow sports are safe,  
fun and easily accessible  
– GISS is the way to get started”**

**GISS is Accessible / Safe / Fun / Simple /  
Friendly**

**Credible and High Quality Assured**

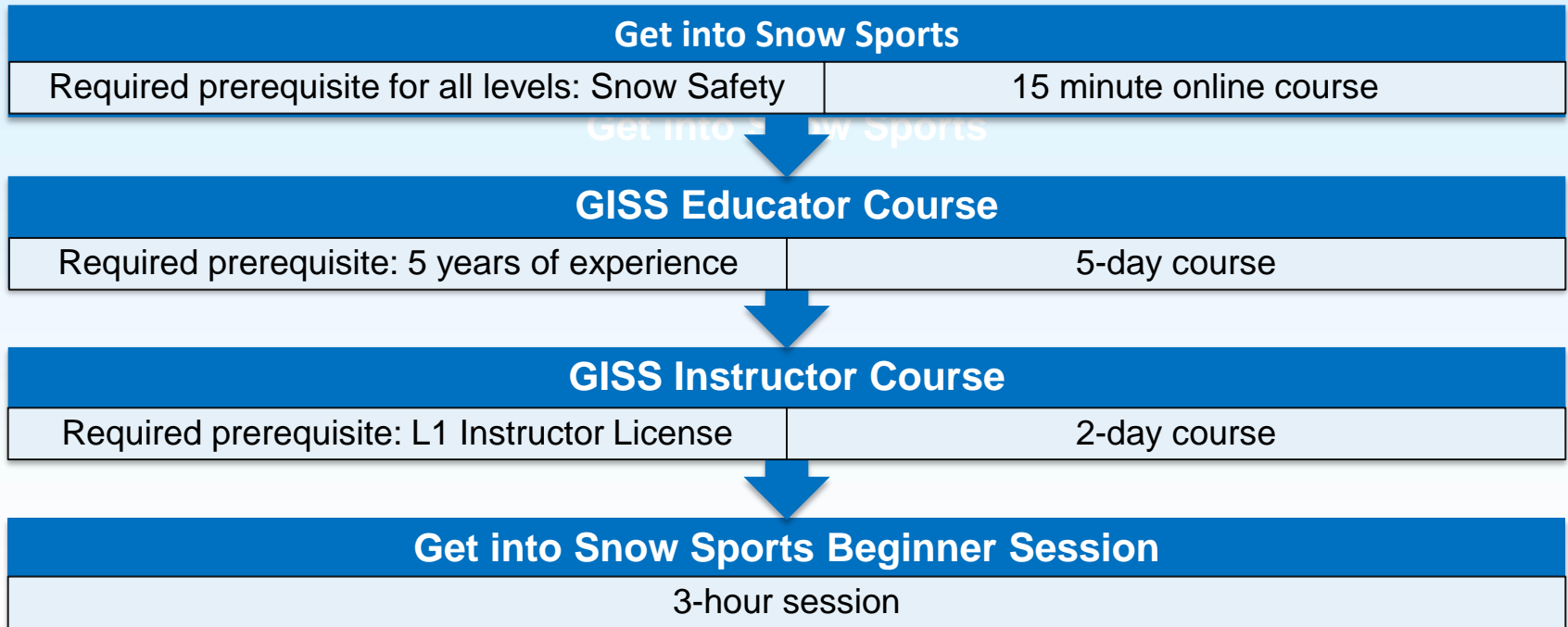




# How does GISS work?

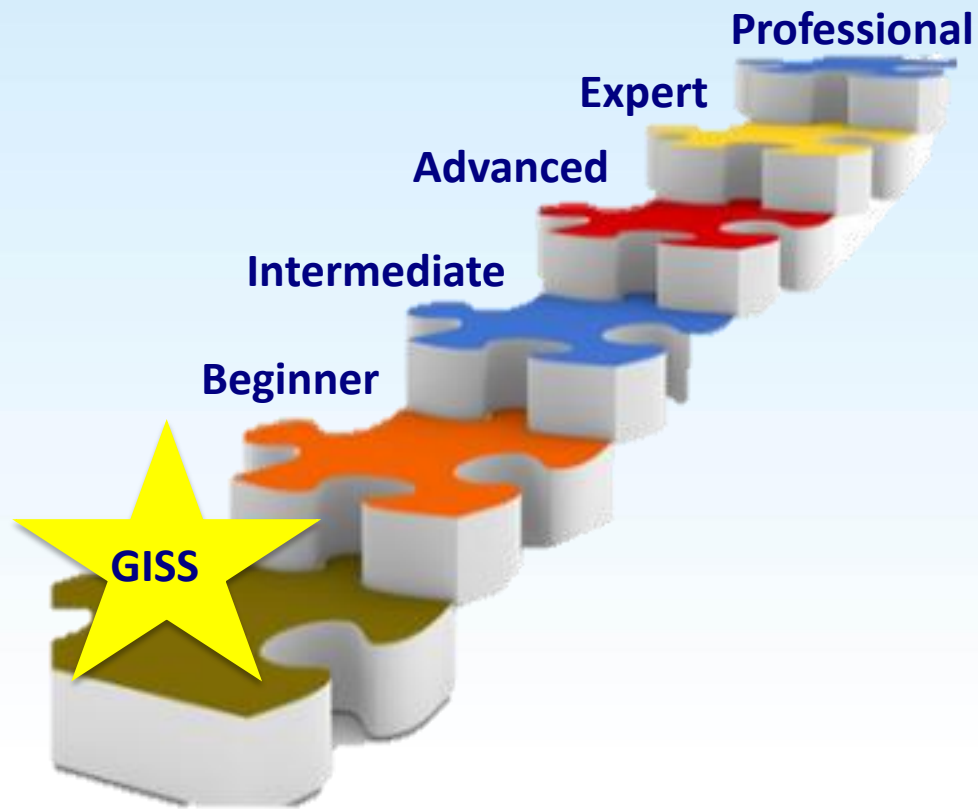


- For Skiing and Snowboarding (XC to come)
  - Includes a 10 Step Progression
- Delivered in partnership with GISS Training Centres





# Pathway Positioning of GISS





# Winter Sport China: The Status



**Population of China in 2018:**

1.4 billion

**Estimated number of skiers in**

**China in 2018:**

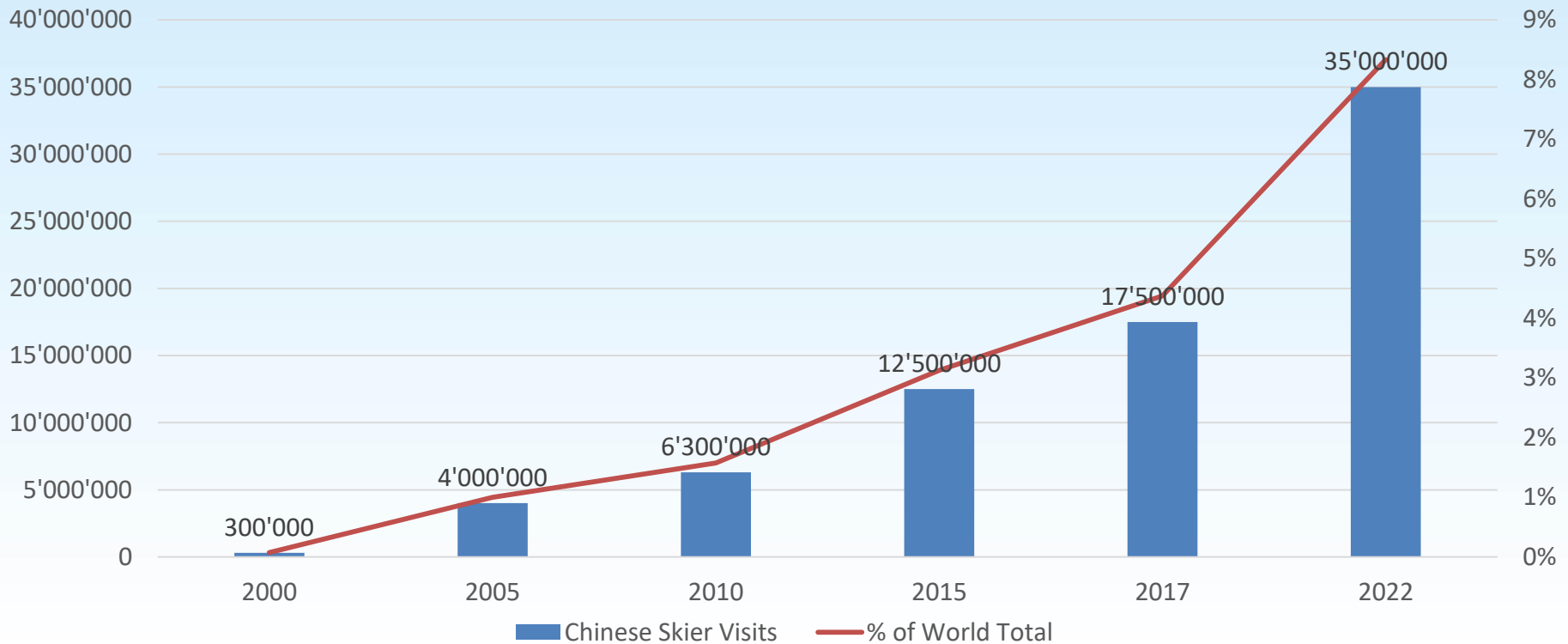
17.5 million

**Core objective:**

To develop 300 million



# Skier Visits 2000 - 2022







The aim of GISS-China is  
to contribute up to 10% to the government  
target of introducing  
**300 million Chinese to winter sports**  
by 2022



# The Chinese Skier Market



**The world's biggest  
beginner skier market:**  
80% of all skiers

**The world's biggest  
one-time-a-year / one-time-  
ever skier market:**  
Majority of skier days



# Why the Lack of Repeat Visits?



## Some explanations:

1. Safety concerns
2. Poor first time experience
3. Variable quality or lack of instruction
4. Skiing as entertainment, not sport



# How is GISS China different?



**Focus on Safety**





# How is GISS China different?



**Focus on  
interactive,  
fun experience**



# How is GISS China different?



**Focus on instructor  
training**



# How is GISS China different?



**Focus on returning skiers**



# GISS China Partners

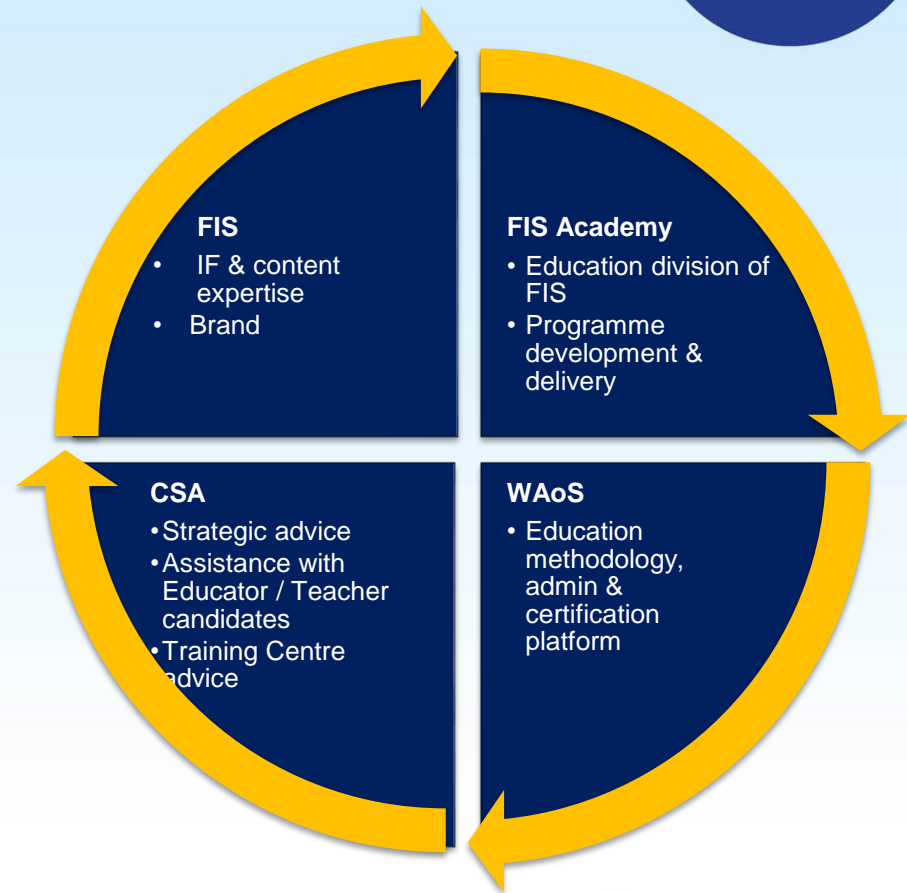


## Core partners:



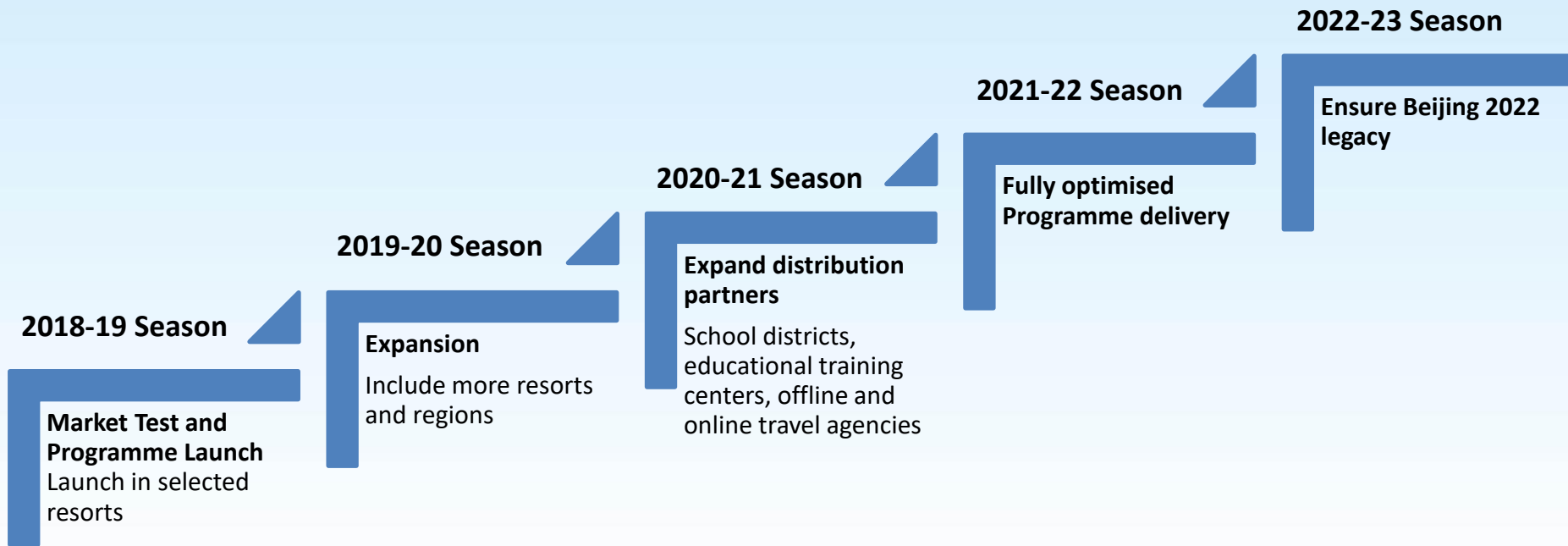
## Commercial partners:

# IDG Sports





# GISS China Overall Plan





Launching in December 2018







Website coming soon

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# KEN READ

*Chair FIS Coordination Group Youth &  
Children*



**THANK YOU,  
SEE YOU NEXT YEAR**



# 16<sup>TH</sup> FIS YOUTH AND CHILDREN'S SEMINAR

Athlete Wellbeing – Safe Sport for All

