



Appendix 1

Report by the Ad-hoc Survivors in
Sport Advisory Group (ASAG)

ISG Report on the establishment of an
Independent Global Safe Sport Entity
1 JUNE 2023



AD-HOC ATHLETE SURVIVOR ADVISORY GROUP Report and Recommendations May 2023

Executive Summary

In response to the Fédération Internationale de Football Association (FIFA) consultation report on the landscape of sexual abuse in sports around the world, FIFA created an International Steering Group (ISG) to research the creation of an International Safe Sport Entity (Entity) with a survivor-centered framework. As part of this project, the Army of Survivors (TAOS) was contracted to support the work with trauma-informed expertise and to create and support a survivor and practitioner group, the Ad-hoc Survivor Advisory Group (ASAG), to provide and embed survivor voice within the formation research for the Entity. This Executive Summary outlines the learnings and recommendations of the ASAG for the creation of an Entity that includes survivor voice and seeks to be systemically trauma-informed. The full report that follows allows for deeper analysis and discussion of the recommendations.

Recommendations

From the ASAG work and the survey of athlete-survivors, the ASAG recommends that the Entity:

- Make the **ASAG Report and Recommendations public** and available for international review across sports, countries and systems.
- Have **articulated and systematic ways of embedding athlete-survivor voice and leadership** within the founding board of directors, continuation of an ASAG group or similar group, engaging diverse survivors, and athlete-survivor and practitioner representation on sub groups/committees/expert groups.
- Have a **limited and realistic scope** in regards to investigations and the levels of care and support provided.
- Have a commitment to a **trauma-informed process and design** through the formation and beyond, in all facets of the Entity.
- Have extensive **trauma-informed training and partnerships for expertise** in trauma-informed approaches.
- Have a commitment to **transparency and trust building**.
- Pay attention to **diversity and vulnerable communities**.
- Have a plan to provide **outreach and awareness building** around the Entity's role and resources.
- Incorporate **evidence-informed policies and practices** in the formation and operation of the Entity.

- Governance recommendations: The Entity should be **clear and transparent about the governance process** and organization, and the Entity should include **human rights reputations and human rights protections in the consideration of the country of incorporation/establishment**.
- Funding recommendations: the Entity should have **sufficient budget and resources to do both investigations and care and support** of survivors/witnesses/whistleblowers with trauma-informed strategies. It should also have **clear protections of conflicts in decision making** and influence from funding sources, such as governments and sports governing bodies.
- Care and support recommendations: the Entity should have a **strong firewall and safeguarded protections** between care/support and investigations; use trauma-informed service providers; and be **clear about the scope of care** and support that is trauma-informed and as comprehensive as possible.
- Intelligence and investigation recommendations: the Entity needs to **provide for access to confidential advocacy** and independent advice; provide **comprehensive and independent investigations**; explore **burden of proof options that shift the onus from survivors**; create a **realistic and trauma-informed timeline for opening doors** to cases/investigations; be clear about the **availability of redress and reparations**; be as **transparent as possible around findings** and bad actors; **spread awareness and build capacity for reporting**; discover and **research investigation strategies and systems**; be **clear about the relationship between Entity investigations and the Court of Arbitration for Sport (CAS)** and general appeals processes; and include a scope of investigations that **considers all types of abuse in sport**.
- Finally, this report provides specific recommendations for the ISG and FIFA for a future international single-sport Entity, as being considered during the writing of this report. Recommendations include:
 - Strict **attention to conflicts of interest** both actual and perceived.
 - **Document learnings and processes** as this will be another rich learning project from the international sport community and can perhaps support other sports in building more trauma-informed and robust investigation and care systems.
- The anonymous survivor-athlete survey was completed by **31 participants** and key feedback was aligned with the above recommendations, especially as to **transparency and trust building** through the formation and operations of an Entity.

In conclusion, the ASAG and TAOS applauds the rich learnings from this ISG project and infestation, and celebrates the meaningful trauma-informed engagement as a critical first step in creating the systems that will interrupt and end abuse in sports around the world.