



# 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.



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

**Overview**

In November 2020, the Fédération Internationale de Football Association (FIFA) commissioned a consultation process to better understand the landscape of sexual abuse in sports around the world and the expertise that would be required to appropriately address reports. The final report noted the need for the establishment of an International Safe Sport Entity (Entity) with a survivor-centered framework.

For safe sport entities to succeed, athletes and athlete survivors with lived experience of abuse in sport must be at the center of all planning, decision making, implementation, and evaluation. Therefore, athlete and athlete survivor voices must be embedded in the Entity at the start of its creation. FIFA expressed their interest and intention in creating an Entity that values and embeds the survivor voice during and throughout its creation and recognized the need for support in ensuring this happens in a trauma-informed way. The Army of Survivors (TAOS) was contracted to provide this support, specifically, by engaging athlete survivors and practitioners in a survivor-centered and trauma-informed way to inform the development and establishment of an International Safe Sport Entity.

TAOS led the formation of the Ad-hoc Athlete Survivor Advisory Group (ASAG) in November 2022 to provide feedback and guidance to the International Steering Group's (ISG) exploration of forming a multi-sport international Entity to address abuse in sport. The deadline for final feedback and report is May 2023.

**Methods**

In November 2022 TAOS reached out to 12 athlete survivors and practitioners from around the world representing different sports and different experiences with abuse in sports and institutions. Participants were invited based on their previous work with survivor spaces with FIFA and their expertise in issues around abuse in sport. TAOS created a FAQ document and commitment description for participants. Participants were also provided a stipend for their time and expertise. TAOS Team members assigned to this initiative included two trauma-informed crisis interventionists (Masters in Social Work) and two attorney advocates that all specialize in trauma and a sexual abuse. The TAOS Team facilitated ASAG meetings and provided mental health first aid support throughout the project period, including when meeting content brought up ASAG-member trauma histories. Additional mental health support referrals were shared ongoing for ASAG

members. The ASAG includes ten female identified participants and two male identified participants. Participants are from eight countries: Argentina, Australia, Brazil, France, Italy, Kenya, South Africa, and the United States. Athlete survivor participants identified as having experienced abuse in one of the following sports: American football, Basketball, Football, Judo, Gymnastics, Swimming, Taekwondo and Tennis.

The ASAG met five times in a six month period: December 12, 2022, January 23, 2023, March 13, 2023, April 3, 2023, and May 1, 2023. TAOS supported two identical meetings one in the AM and one in the PM of each day to accommodate international time zones, increasing participation.

The ASAG in partnership with TAOS created a 34 question survey for athlete-survivors on the formation of Entity to address abuse in sport. The survey was available in English, Brazilian Portuguese, French, and Spanish. ASAG participants sent the survey to their contacts within their individual networks and was not circulated publically. The survey was completed by 31 individuals. TAOS analyzed the results of the survey to include survivor voices in addition to the ASAG's in the final report. A summary of survey findings is included and the complete findings are available in Appendix A.

### ***Acknowledgments***

The ASAG and TAOS acknowledge that the process and project FIFA embarked on regarding engaging with athlete survivors with lived experience of abuse in sport with the goal of survivors being at the center of all planning, decision making, implementation, and evaluation, was a new endeavor and we applaud the intent and deliberate engagement of athletes with lived experiences and trauma-informed experts.

Further, the ASAG and TAOS approve and support FIFA's efforts to consult with and bring in trauma-informed professionals, as well as paying survivors for their participation and expertise.

ASAG has engaged in the creation of this report with the spirit of collaboration and with the desire to further the groundbreaking work done here to bring in athlete survivor voice and leadership on the initial level of development of an international Entity to address abuse in sports.

### ***Limitations***

Limitations for the creation of this report included a brief timeline which created some barriers in relationship development and offered limited time to process information gathered during meetings and via the survey. This was further hampered by the slow sharing of information from the ISG. The short timeline for gathering data to create a final report had impacts on the depth of review. Also, ASAG members experienced barriers for meeting such as different time zones, different primary languages, and different levels of access to technology.

*"I really do hope that by forming an international group of people to protect our athletes [it] will make it so much easier to put pressure on the systems that are in place but not being implemented. The Federations are very self aware and without a doubt protect themselves before they do the victims. By providing pressure on an international level, it makes it more difficult for the federations to self preserve. We will never eradicate abuse in sport but the net is definitely closing in on the predators/abusers. I think it's important for the group to make the world a very small place with very few places to hide." - ASAG member<sup>1</sup>*

### **General ASAG Feedback**

**Make ASAG Report and Recommendations public:** The ASAG strongly recommends that ISG and the Secretariat make the ASAG Report and Recommendations public. Many members of the ASAG would like to share this work with their countries and sports. Advocates and others working in ending abuse in sports could learn valuable best practices around embedding athlete-survivor voice and leadership from this report and its recommendations.

**Limited and realistic scope:** At the time of all consultations with survivors, the ASAG was asked to comment on a series of questions regarding a multisport Entity. In April, after all substantive discussions had concluded, ASAG learned that instead of launching a multi-sport Entity, FIFA intends to create an international Entity for abuse in the sport of football/soccer only. This was a central recommendation for the ASAG and other organizations committed to human rights in sports, and the ASAG strongly endorses this realistic scope and vision. ASAG considers this a wonderful example of how trauma-informed system development can happen through open channels of communication, dialogue about hard realities, and a concerted commitment to collaboration. To honor the opinions and input of survivors, and because of the practical implication of FIFA making this announcement after our consultations had largely concluded, this report will make recommendations based on the original brief for an international Entity, but will make note of specific recommendations for a single sport international Entity.

**Trauma-informed process and design:** As a general note, although well-intentioned, the ISG process lacked sufficient time and space for trauma-informed design and broader consultation and input from stakeholders. ASAG members note that the truncated timeframe made it difficult to gather in-depth feedback and hindered the ability for a diverse group of survivors to engage, build trust, and organize feedback. Going forward, the ASAG recommends trauma-informed expertise in the design of these processes be given precedence. This would include ample time for feedback, less arbitrary and stringent (often unmeetable) timelines, better and more inclusive language justice and access for

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<sup>1</sup> Centering survivor voice and leadership is critical to the work of the ASAG and TAOS. Accordingly, ASAG survivor quotes will be included throughout the report and denoted in italics.

non-English speakers, better communication and more timely communication (including advance scheduling, materials circulation, and agenda sharing from partner), as well as trauma-informed training for all participants in the development decision-making process. It would also be important to provide for in-person/face-to-face meetings for members to build trust and strengthen collaboration.

Trauma-informed training and expertise: We applaud the ISG's commitment to bringing survivor voice in a trauma-informed way and recommend further and future work continues to bring trauma-informed training and expertise to all processes employed for the development of the Entity, as well as within the operations and governance of the Entity once established. It is important to recognize that being and acting in a trauma-informed manner is not just a way of directly working with survivors of trauma, but is part of a systemic approach to organizational culture/work environment, governance, and decision-making. We encourage furthering this work with the Entity include multiple dose (more than one-time training or exposure to these strategies) as well as ongoing trauma-informed training, and extended partnerships with trauma-informed experts. It is also important to tailor training to the region/country where the Entity is acting. It would be helpful to engage with/learn from other international trauma-informed structures, like humanitarian actions/investigations.

Transparency and trust building: The idea of building a transparent and accessible Entity was a central and critical theme for the ASAG. From the beginning of meeting together, ASAG members built consensus around the need to be trustworthy and as transparent as possible in creating an international Entity. This can be achieved by providing clear documents on governance structure, notice of process and expectations around outcomes, and human rights-driven values and mission. It extends to clearly articulated definitions in the various facets of Entity work and proper forms of noticing/building public awareness around the structure, scope and definitions. Also it is important to include how whistleblowers and witnesses (not direct targets of abuse) can access the system and have rights.

*"[Any new Entity] must have transparency of process and organization - conflict of interest, governance demonstration, and charter/rights need to be clearly stated and accessible." - ASAG member*

*"Establishing consistent definitions for what behaviors are considered as abusive and then communicating how those definitions were arrived at is going to be essential." - ASAG member*

*"If a victim has a positive experience, others will come forward." - ASAG member*

*"Sharing our stories supersedes everything for building trust." - ASAG member*

Attention to diversity and vulnerable communities: ASAG recommends an articulated commitment to building an Entity that represents the diversity of athlete experiences. This includes attention to those countries facing multiple and intersecting vulnerabilities and lacking national structures of investigation and remedy. This needs to include recognition of particular minority groups, histories of oppression, people with a disability, and other factors that complicate vulnerability and access to resources.

Outreach and awareness building: ASAG members voiced concern about understanding/building awareness around the scope and availability of the Entity's role. Several ASAG members have suggested a multi-prong approach to outreach and awareness including local, country, and international outreach beyond sports officials. ASAG urges the new Entity to consider how they will spread awareness of the Entity for reporting (while being clear and transparent about the limitations of its scope), build capacity for reporting, and undertake an awareness campaign more generally about the Entity.

Evidence-informed policies and practices: ASAG members often highlighted the need for decisions, processes, and policies of the Entity to be informed by/based on scientific evidence, and best practices for trauma-informed investigation, and be informed by existing research.

### **Athlete Survivor Voice and Leadership**

Athlete survivor voice and experience needs to be central to the decision-making and development of an international Entity. We recommend the following to include diverse athlete-survivor voices.

Founding board: There is a critical need for a central role for athlete-survivors in the Entity formation council/founding board. We recommend at least two seats on the founding board and continued communications and coordination with an ad-hoc athlete survivor advisory group. It is also important to include allies and supporters of survivors on the board, such as survivor/victims advocates and human rights experts. Also a critical consideration is representation from the global north and south.

ASAG continuation: We recommend continuing on with the ASAG or other ad-hoc athlete survivor advisory group. The feedback from an ASAG-like group is needed to inform the set up, training parameters, and policies/protocols for the Entity.

Engagement of diverse survivor voices: The existing process for the ISG had limitations due to language access. Further work engaging survivor expertise needs to be properly resourced for translation and interpretation to engage beyond the English preferred/required organization of the ISG.

Survivor representation on the expert group formation committees: ASAG members felt that there should be survivor representation in each of the expert group formation committees. Not having survivors present on each of these committees was a barrier to creating trauma-informed processes within the expert groups and missed out on survivor-informed report creation in these critical areas.

*"I think you probably need a Survivor or Survivor group representative on all the expert groups. Some perspectives and experiences are only contained within this community and cannot be learnt. Specifically, the Care and Support, Governance, and Support Services areas. As a support service, I can share an in-depth understanding of what has gone right and wrong in the Australian investigative processes, as well as speak to the importance of why an independent Survivor Support Service detached from the investigation process is essential." - ASAG Member*

*"Survivors can participate in various ways. I believe the best literature so far that has looked into this particular topic is 'Effective engagement of survivors of harassment and abuse in sport in athlete safeguarding initiatives: a review and a conceptual framework.'" - ASAG Member*

### **Governance**

The ASAG endorses the victim/survivor/whistleblower care and support focus of the revised theory of change. This component is critical and must be included in whatever scope the Entity undertakes, as no investigatory function cannot be compliant with the "do no harm" principle unless victim/survivor/whistleblower trauma-informed care and support is in place.

Transparency of governance process and organization: Transparency is a central tenet of trauma-informed approaches. Transparency builds trust and sets appropriate and realistic expectations. It is critical that the new Entity is founded on a comprehensive but accessible charter/rights that are readily available to the public, that processes for complaints against the Entity be clearly articulated, that the process for appeals of any decision are clear, and how and when findings will be circulated/shared.

Country of incorporation/establishment: The human rights reputations and histories of countries must be considered in the analysis around the country of incorporation. There should also be review and analysis of the country's legal criminal and civil systems, and other systems of accountability. It is critical that the country's reputation for anti-corruption, understanding of gender-based violence, good governance, accessible and transparent operations, sophisticated whistleblowing procedures, comprehensive data protection mechanisms, and accessibility in terms of language all be considered when analyzing countries of incorporation. Further, it is critical that the country selected does not have close ties to the sports bodies and organizations, as to be free from conflicts of interest that can arise from government pressure. In the consideration of the country of incorporation, the privacy and protections laws of the country need to protect victims/survivors and not only protect persons who cause harm/perpetrators.

## **Funding**

Budget and resource: The Entity must be sufficiently resourced to conduct trauma-informed investigations and deliver adequate care and support for the expected number of cases it takes on. The variables of complexity of cases, safety for survivors/witnesses/whistleblowers, and the need for local and cultural expertise must be accounted for. The number of cases accepted must be comparable with the budget for a trauma-informed system. It is important that a realistic budget be created and shared with the international sports community more broadly to inspire trust that care and support can be resourced along with investigations.

Decision making: The Entity development and establishment should be made by founding members who have International Federations in sports that agree to the Entity's jurisdiction. To preserve independence and build trust, sports bodies' involvement in the central governance structures should be minimal. In particular, the board must demonstrate adequate independence and avoid any perception of sports bodies seeking to assert influence over the entity. Only those entities that have conclusively submitted to the entity's jurisdiction should have any role in the organization.

*"If sports governing bodies are the ones who failed to protect the athletes, the financial burden could be on them. Furthermore, try to look for funders that will allow a certain degree of independence (100% of independence is utopia) and that are aligned with the Entity's mission and its values - when institutions are in positions of power. For example with FIFA set up bodies, it's very likely that the power dynamics and imbalance of power if not checked well will influence the governance as well as funding. It's very awkward when we expect an institution like the one we are setting up is not assured of funding in the long-term. This lack of funding causes the organization to fail in its mandate to hold institutions that they may need funding from to account- like FIFA." - ASAG Member*

## **Care and Support**

Firewall and safeguarded protections between care/support and investigations: It is critical that there be strong firewall protections between the provision of care/support and investigations. Having confidential and legally protected spaces for communication increases candor and participation for survivors of abuse. This is a central part of many ethics and advocacy systems, such as the Violence Against Women Act in the United States, and World Health Organisation, and the United Nations.<sup>2</sup>

Trauma-informed service providers: The Entity should take trauma-informed service provision and care/support partnerships seriously. Any support for survivors needs to be

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<sup>2</sup> <https://www.un.org/en/ethics/>; <https://www.who.int/about/ethics>

trauma-informed in principle and conducted by experienced practitioners unlinked to the entity. Organizations and partnerships for referrals need to be vetted and reviewed in a systematic way regarding their trauma-informed approaches and expertise, as well as what existing local supports are in place.

Define the parameters of care and support: The Entity should take into account the feedback and input from athlete survivors (both the findings from the ASAG and the survey results) on what constitutes care and support. These should be defined and examined in context and communicated with the clearly articulated needs of survivors themselves.

Scope of care and support: Survivors of trauma and abuse face a myriad of impacts throughout their life span. Such may include the need for ongoing mental health support/counseling/services; access to basic necessities such as food and shelter; and, support around employment and livelihood. Comprehensive support and care would make considerations and provide resourced services for this wide range of needs. Supporting survivors in this context is complex and includes others who might be impacted, such as family members, witnesses and whistleblowers. Care and support concerns must also consider safety planning for dangerous and sometimes life threatening situations.

*"In poor countries we are not safe when you're reporting. And at the same time they threaten us and even your parents. . . When someone reports there needs to be a way that person will be protected." - ASAG Member*

### **Intelligence and Investigations**

*"For the investigations, the priority is to understand that the whole process feels like repeating the abuse. No matter how brave or strong you are as an athlete, constantly repeating the worst things will make you walk away--even when you are determined to protect other young players." - ASAG Member*

Relationship between the investigative branch and the care and support branch: There needs to be a powerful firewall/confidential protections for survivors, witnesses, and whistleblowers between the investigation and the provision of care and support. The Entity must have a clear protective strategy to prevent conflicts of interest, guard against criminal threats and actions, and provide culturally-responsive and meaningful survivor/witness/whistleblower safety planning. For example, several members voiced the need for trauma-informed case management. Members discussed how this needs to be isolated and separate from the investigating arm of the Entity to prevent conflicts of interest. In general, there were concerns about the same Entity handling support/case management for survivors as well as the investigation--because of actual conflicts of interests and pressures.

Access to confidential advocacy and independent advice: Athlete survivors need connections to confidential advocates to understand the processes as well as understand

the choices and options. Confidential and independent consultation during the investigation process is essential to keeping survivors and witnesses aware of their rights and options, as well as being a trauma-informed principle of supporting meaningful choice for survivors.

Comprehensive and independent investigations: Athlete survivors deserve fair and unbiased investigations. Independent investigation teams must be properly trained,<sup>3</sup> adequately resourced, trauma-informed, and represent the diversity of experience and expertise across sports, countries, and cultures. The investigators must be free from both perceived and actual conflicts of interest. Further, there must be a safe and trauma-informed mechanism/way for persons to report conflicts of interest.

Burden of proof and onus of making a case: ASAG suggests examining other forms of shifting the burden of proof from survivors to institutions and systems that are complicit in the abuse. Some ideas around this include a focus on institutional accountability, such as whether an organization knew or should have known about the abuse, and further protections and requirements for bad actors to have to demonstrate their responses/reactions where appropriate.

Timeline for opening doors to cases/investigations: A realistic and trauma-informed timeline should be established from the opening of the Entity doors to the taking of cases. In consultation with trauma-informed experts, the Entity should be afforded at least a year to staff and train the Entity, as well as establish clear protocols and policies.

Redress and reparations: Aligned with trauma-informed principles, being clear about the availability of redress and reparations from the outcomes of an investigation are very important for establishing trust and accountability.

Transparency around findings and bad actors: ASAG members voiced concerns about how to track and maintain a database of bad actors that prevents them from participation in sports. It is recommended that a protocol for creating and maintaining a database on disciplinary actions be examined, and there be a review of how disciplinary registers in sport are working well and which are not. ASAG members voiced concerns about the need for investigative outcomes to be transparent and be communicated in a timely fashion with victims/survivors.

Spread awareness and build capacity for reporting: The Entity must develop a plan in the first year to spread awareness and build the capacity for individuals and organizations to report to the Entity and to access care and support. This would include partnership

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<sup>3</sup> *The training should be conducted by criminal investigations specialists, police forces specialised in child sexual abuse cases that have successful track records. A huge effort in capacity building in case management and proper investigative procedures will be needed. - ASAG member*

development with the Entity and sports federations, teams, coaches/personnel, and importantly, athletes and their families.

Discover and research in investigation strategies and systems: It is recommended that there is some level of international research around the best practices for investigations. This included the need to look at human rights approaches around investigations and accountability.

Interaction with the Court of Arbitration for Sport (CAS): It is important that the Entity's relationship with other oversight structures such as the Court of Arbitration for Sport (CAS) be clearly described and publicly noticed. It is important for survivors to be able to understand when CAS or other systems of appeal could come into play. Unless there are significant trauma-informed reforms to CAS, the Entity must explore other options for arbitration. Other appeals or arbitrations processes need to be trauma-informed, diverse, and representative of the communities and cultures where cases are being appealed. Some of these concerns connected to the burden of proof in these investigations and whether the decisions of the Entity will be able to be overturned by CAS. It is difficult to determine the best practice/recommendation given the unknowns, but the ASAG wanted to raise these issues for consideration.

Scope of investigations: ASAG strongly recommends the Entity address all forms of abuse in sport, not just sexual abuse. Members cited the intersectionality of abuse and how important it was to not exclude forms of abuse, but to instead consider the continuum of abuse, including how less severe behavior can escalate.

### **Special Considerations for a Single Sport/Football International Entity**

Due to the change in scope announced by FIFA in April 2023, ASAG makes the following recommendations around the formation of a football single sport international Entity to address abuse in sport:

Strict attention to conflicts of interest: As a single sport Entity, there are even more actual and perceived conflicts of interest for FIFA. As the primary funder, it will be important to set strong firewalls and protections between the Entity and FIFA so that the Entity is not seen as an extension of FIFA. This needs to include critical looks at governance and funding structures. As stated previously, it is critical that the Entity not be perceived as an extension of the sports governing body and not have FIFA representation.

Need to document learnings: A single sport international Entity will be creating something new. This process should be well documented with the intention to share learnings with other sports and international organizations. There will be rich learnings and experiences to support increasing efforts to address and prevent abuse in sport. Documentation considerations should include ways to review and provide feedback on the process during establishment and beyond, as well as comparisons and the review of other successes and failings.

## **Summary of Feedback from Survivor Survey**

TAOS and the ASAG created an anonymous survey for survivor athletes on the idea of creating an international Entity for abuse in sports. 31 surveys were collected through an online survey. The survey was available in four languages, English, Spanish, French, and Brazilian Portuguese. The survey included 25 multiple choice or "check all that apply" questions and 8 open ended questions. It was circulated through the survivor networks of ASAG members through direct invitations to survivor-athletes and practitioners in ASAG members' professional networks. Survey participants were given a brief overview of the ISG project to explore creation of an international safe sport entity on abuse in sports.<sup>4</sup>

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<sup>4</sup> The survey contained the following introductory information: "This survey is anonymous. That means that we will not be able to connect answers with any particular individual, unless you include detail that identifies you."

### Survey context and goals:

Currently, FIFA (the Fédération Internationale de Football Association) and other International Sport Federations are considering the creation of a potential Global Safe Sport Entity ("the entity"). This entity is still under consideration, and there is no guarantee that it will be created. However, the sports federations want to provide victims/survivors of abuse in sport with a chance to provide their input at this early stage. As part of this process, our organisation, The Army of Survivors, has been consulting with survivors of abuse in sport. This survey is an attempt to broaden survivors/victims' consultations.

In this survey "abuse in sports" includes sexual, physical, and emotional abuse (which includes harassment, bullying and assaults) experienced by athletes\*, athletes' friends and families, referees/officials, and other persons that participate in sports (both children and adults). In many cases this is when the harm is caused by coaches, doctors/healthcare providers in sport, administrators of sports, peers, institutions/organisations/schools, and others.

In this survey, athletes means both sport participants at the recreational/club-level as well as high-performance/elite athletes.

The goals of this survey are to gather anonymous survivors feedback about :

How sports are responding to victims/survivors.

How sports could better support victims/survivors.

How sports (individuals and institutions/systems) can be held accountable.

How an independent agency could effectively complement sports bodies to provide support and remedy to victims and survivors.

### Terms of Participation:

Your participation is completely voluntary and strictly confidential. We are seeking honest and direct feedback to share with those considering whether to set up the entity. Feel free to skip any questions that you don't feel comfortable answering. The survey will take approximately 15/20 minutes.

### Data Storage/ Access:

We will use your responses to create a summary of the views of all participants. This report will be shared to the entity formation group. We will not share any of your individual answers that could make you identifiable.

Over 48% of participants were athletes in football/soccer, with the next largest groups being gymnastics (16.1%) and basketball (16.1%). Athletes from fifteen countries participated. 14 participants were from recreational sports, 14 from state/regional sports, 13 from national/international representation, and 11 from professional sports. Only 10% of athletes identified as para athletes. The majority of participants identified as female (86.7%) and participated in the womens' divisions of sports (76.7%).

80% of participants identified as a victim/survivor of abuse in sports, with over 79% reporting emotional abuse, 44.8% reporting institutional abuse, and 41.4% reporting sexual abuse. 60% had made a report about abuse in sports and 75.8% had participated in an investigation either as a witness or as a complainant.

The top three most important traits identified for an international sports Entity were: (1) transparency (83.3%), (2) survivor/victim voice (83.3%), and (3) independence of the Entity (73.3%) .

Participants's top three most important members of the governing board were athlete representatives and unions (24 participants selected), experts in supporting victims (24 participants selected), and victims/survivors of abuse (22 participants selected). In a follow up question about how to set up a board, participants identified strong support for victims/survivors to have between two to four votes in a governing board.

In investigations, the top qualities identified were (1) Independent from the individuals and/or sports bodies who committed, condoned or covered up abuse, (2) transparency in expectations and process, (3) being trauma-informed, (4) good communication and updates, and (5) centering the experience of survivors.

Common themes emerged around the challenges for the Entity to carry out investigations of abuse centered around capacity and building trust with communities and victims/survivors.

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**Survey Topic and Assistance:**

We do not expect that taking part in the survey will cause you any distress, however some questions ask about sensitive and personal experiences. It is your choice if you would like to skip any of these questions. It is also your choice not to take part in the project or to cease participation at any time.

If you do experience any distress or would like to find out options for further support, you will be provided with contact details and information about support options at the end of the survey. Any queries about your participation in this project can also be directed to Emily Austin, [emily@pivotadvocacy.com](mailto:emily@pivotadvocacy.com)

Thank you for taking the time to provide your voice and expertise.

*"[There are] [v]ested interests and corrupt practices from authorities that have money thus either scaring the victims, coercing the victims to drop cases through other means of settlement." - Survey participant*

*"[The challenge is] [t]he amount of corruption and dishonesty the abusers engage in. The legal forces such as policy taking bribes and their lack of timeliness." - Survey participant*

This theme of a lack of trust continued where participants were asked about their perceptions of the current ability of sports to interrupt abuse and investigate. There was very little confidence in their sports' ability to respond to abuse in sport. 90% disagreed that their sport had the appropriate support resources for victims/survivors. 80% disagreed that their sport has the appropriate response to victims/survivors. And 80% disagreed that an individual will be treated fairly in an investigation about abuse in sport. Similarly, participants did not feel confident that a person that abuses will be held accountable. (Over 89.7% disagreed that the current systems would hold persons that abuse to account, and 79.3% disagreed that systems/institutions/organizations that cause harm will be held to account.) Trust was the top identified challenge for supporting victims/survivors in all sports. (93.3% saw this as a major challenge, and 73.3% saw resources/funding for survivors/victims as a major challenge.)

The top identified things needed for victims/survivors to feel supported were tied to connections to mental and emotional supports and trauma-informed investigations. (Each having been selected 93.3% of the time.) For more details from the survey, see Appendix A.

### **Additions to Survivor Feedback**

ASAG and TAOS recognize the challenges in engagement for survivors and acknowledge that different survivors were able to engage at different levels during the process due to the complexities and timeframe of the ISG project. In many ways, these limitations prevented the ability to build consensus around several issues. In the creation of this report, ASAG members were able to add additional feedback and recommendations shared below. There was insufficient time to develop consensus, however we are including these suggestions here to support survivor voice and leadership.

- ASAG was split as to whether a scope focused on one particular age group or all age groups would be best.
- Recommendation that the care/support branch has as a mechanism to provide feedback to the investigation branch when investigations are not conducted in a trauma-informed way and are re-traumatizing victims/survivors.

### **Conclusion**

Including survivors' voices in this ISG planning process is a very positive step in the right direction in building a truly trauma-informed system. ASAG members and TAOS applaud the ISG and FIFA in creating a safer space for survivor engagement and resourcing trauma-informed expertise. Much was learned from including these critical perspectives.

ASAG members and TAOS hope that ongoing, direct, and meaningful engagement of victim-survivors will continue in the further establishment and development of the Entity, and that victim-survivors engagement will be embedded within the Entity governance and operation. This is critical to guarantee a transparent, trusted, and authentic International Safe Sport Entity driven by ethics of care.

**Appendix A:**

Athlete-Survivor Survey Results

n = 31

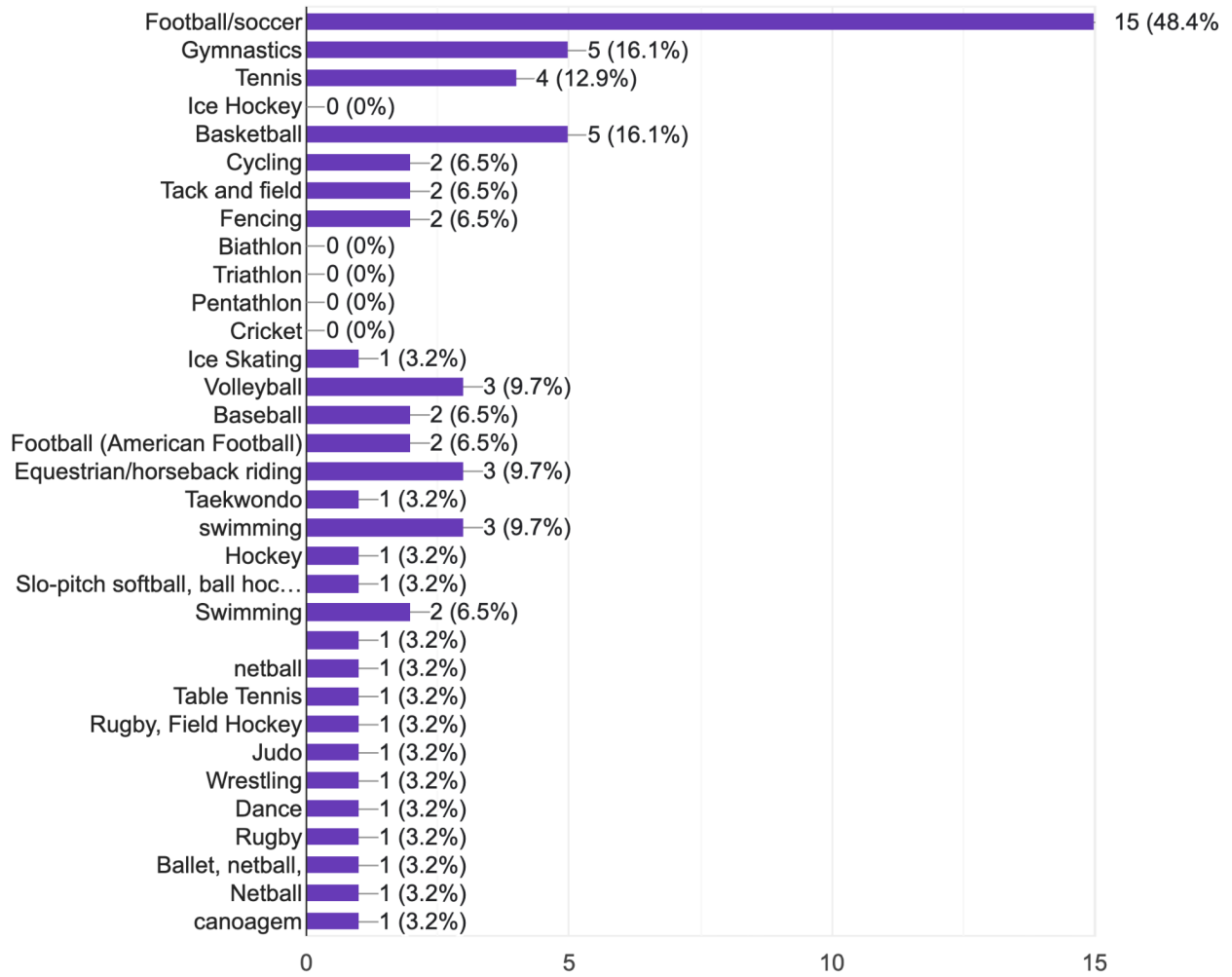
Informed Consent: Do you consent to take part in this anonymous survey and allow your response to be used to inform the possible creation of a Global Safe Sport Entity?

31 responses



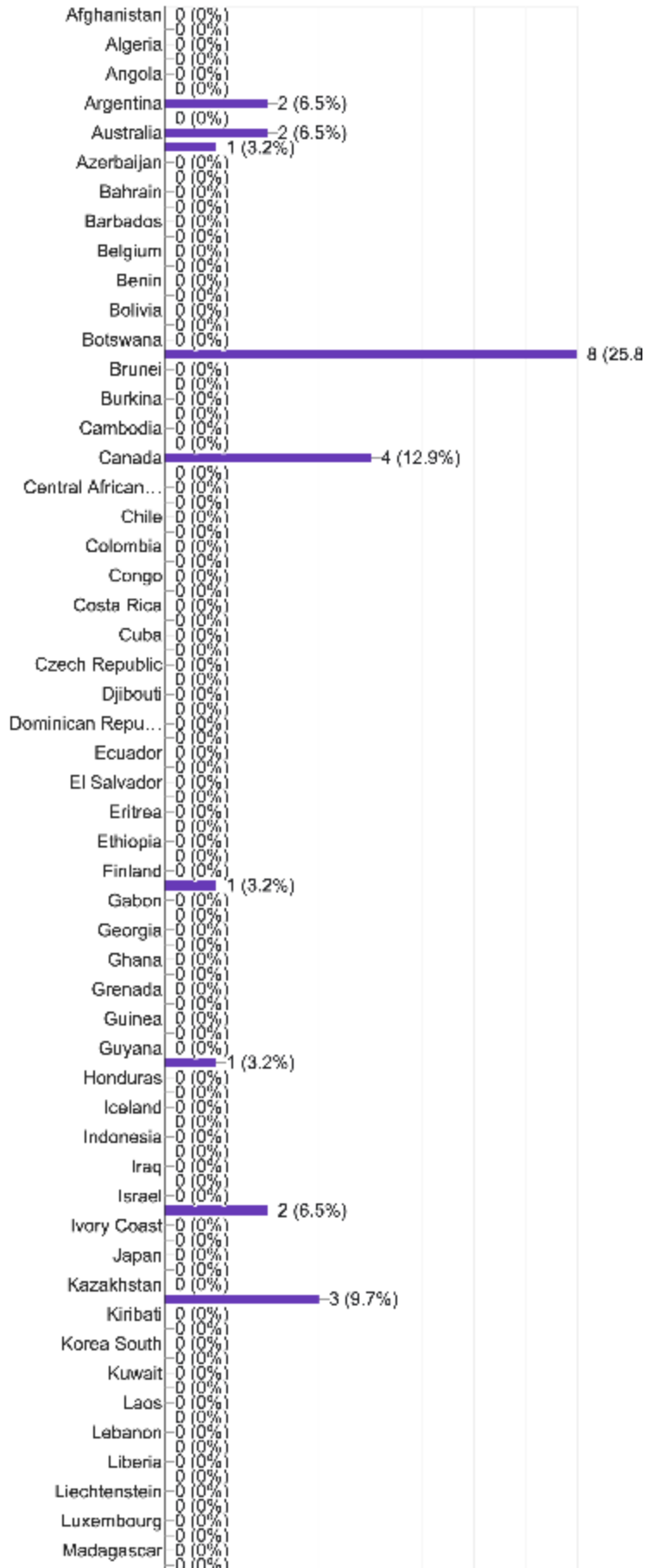
What sport(s) do you participate in or have you participated in? (Select all that apply)

31 responses



What countries do you feel you did or have represented or participated in sports within? (Select all that apply)

11 responses



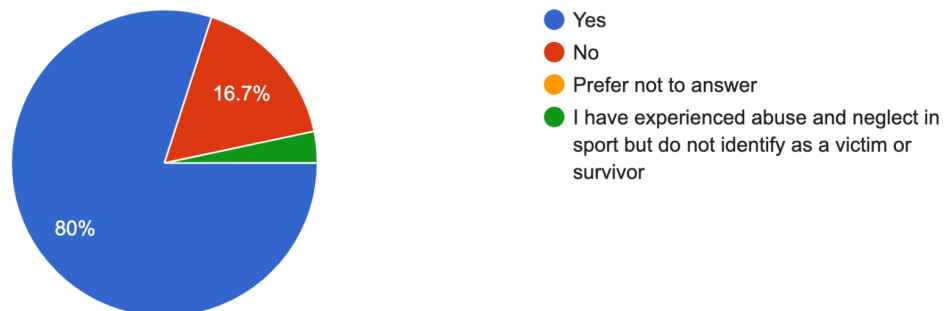
### What is/was your level of participation? (Check all that apply)

31 responses



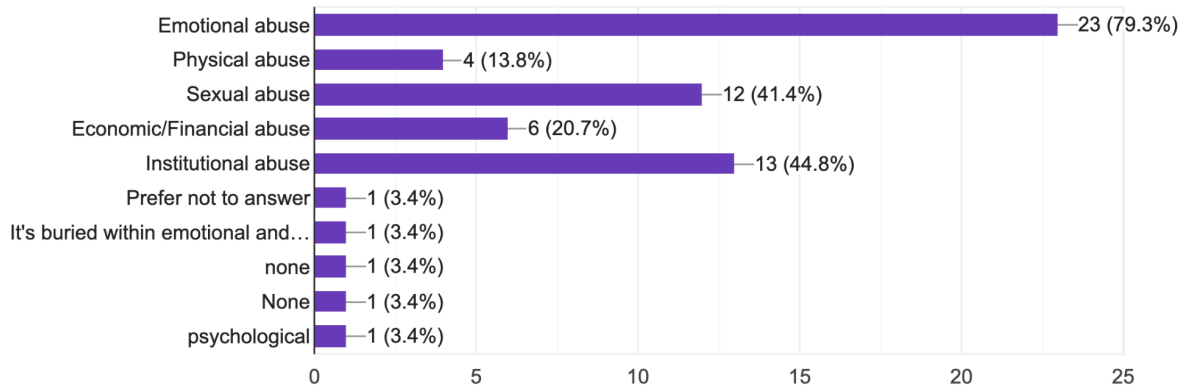
### Do you identify as a victim/survivor of abuse in sport? (In other words, have you been the target of or subject to abuse, harassment, bullying, or assaults in connection with your participation in sport?)

30 responses



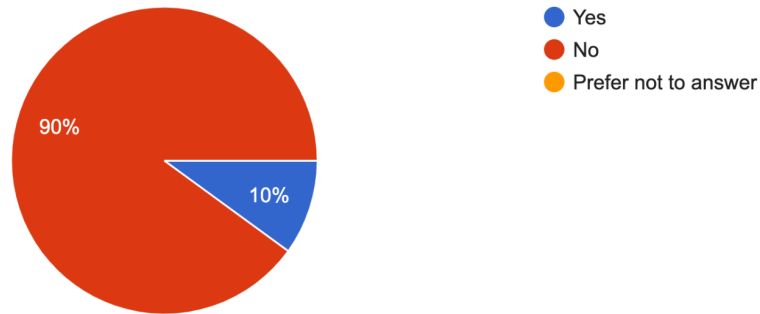
### What types of abuse did you experience? (Check all that apply)

29 responses



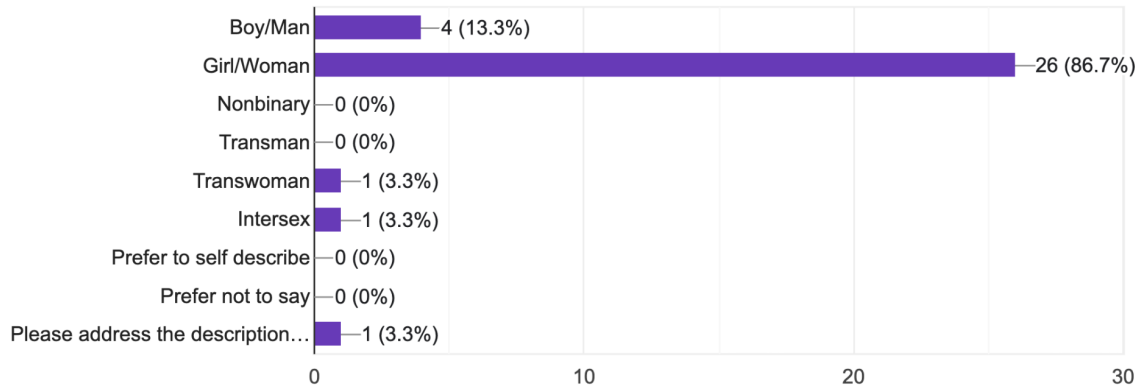
### Do or have you compete(d)/participate(d) as a para athlete?

30 responses



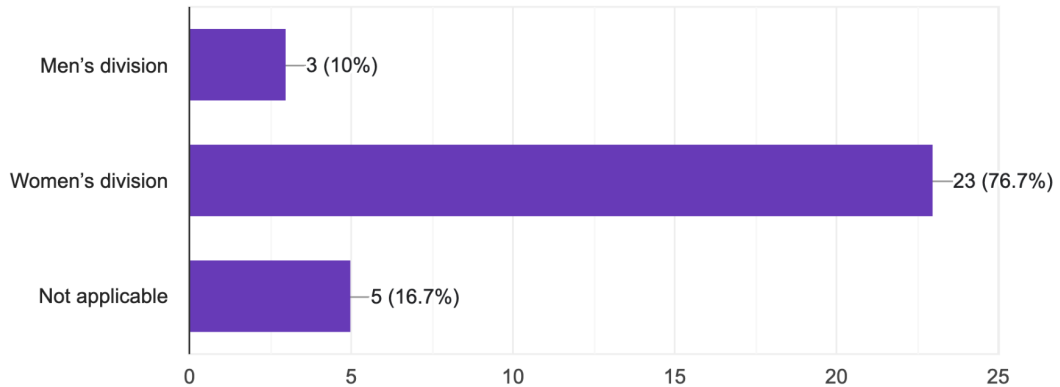
### How would you describe your gender?

30 responses



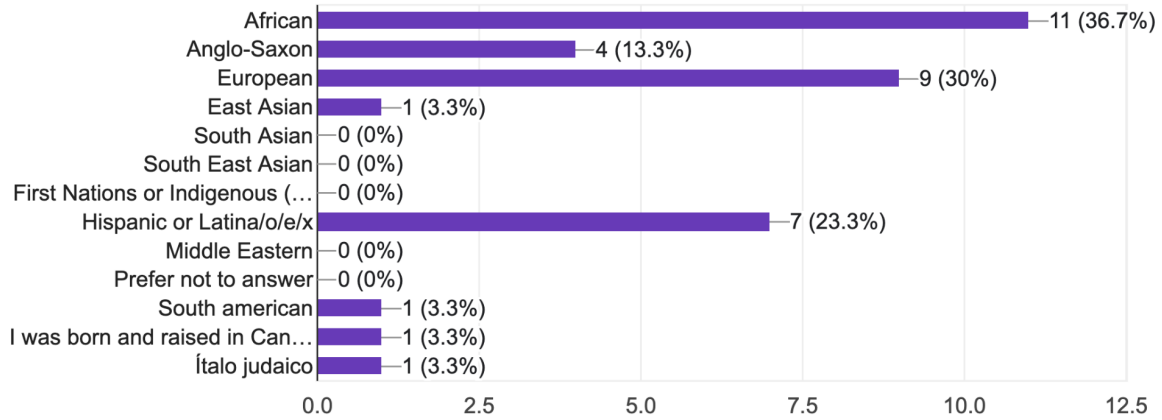
### If your sport is segregated by sex, do or have you compete(d) in a "male/men's" or "female/women's" division?

30 responses



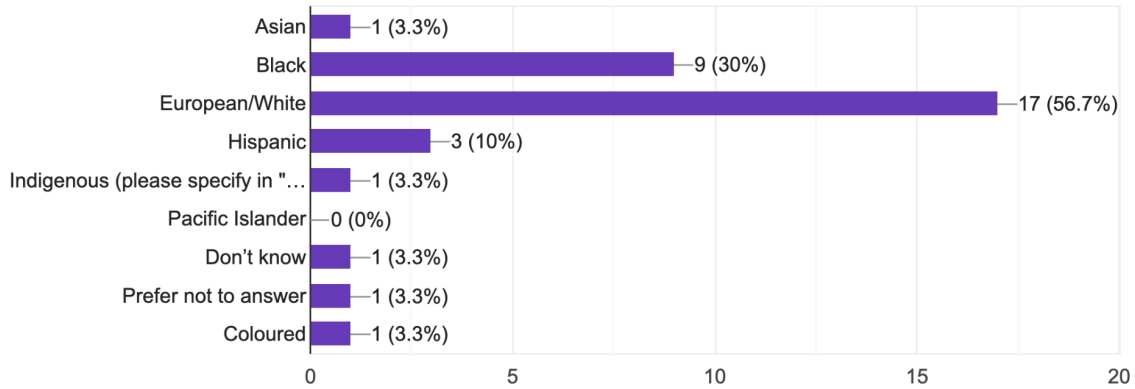
What is your cultural background? Choose all that apply.

30 responses



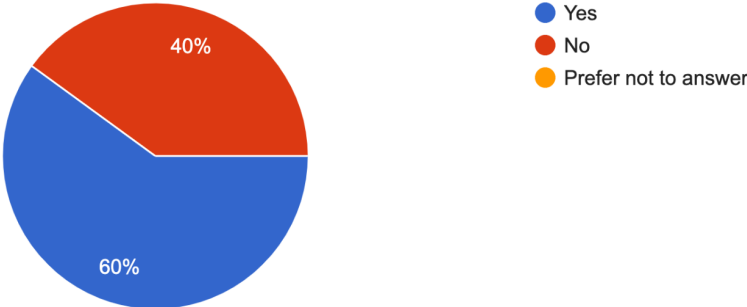
What is your racial origin/lineage?\* What race would you identify yourself as? Check all that apply.

30 responses



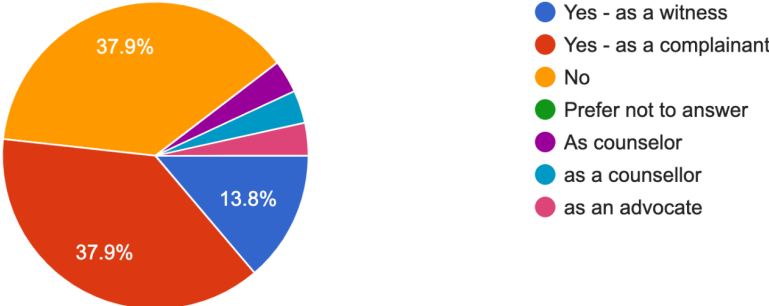
Have you reported abuse in sports to an official/sports authority/legal system?

30 responses



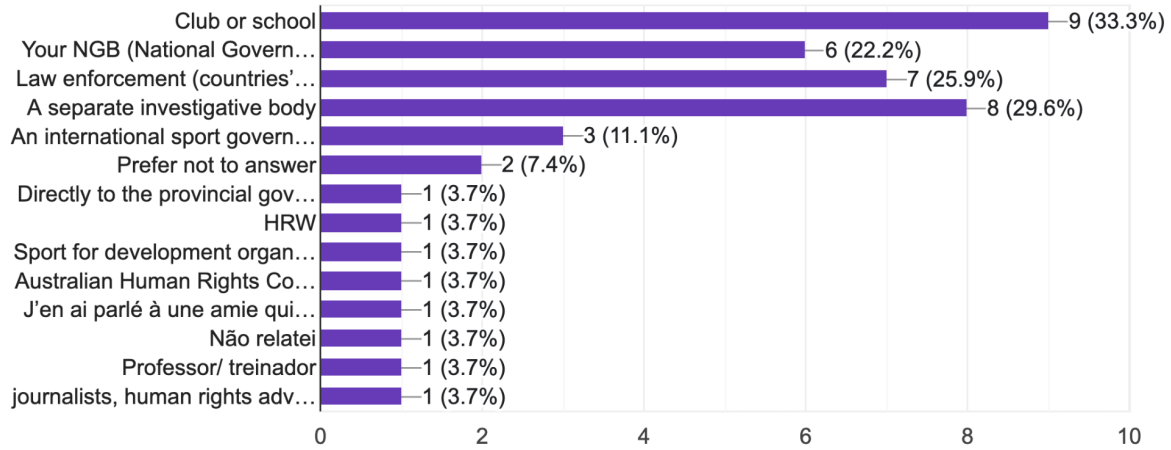
Have you participated in an investigation of abuse in sports?

29 responses



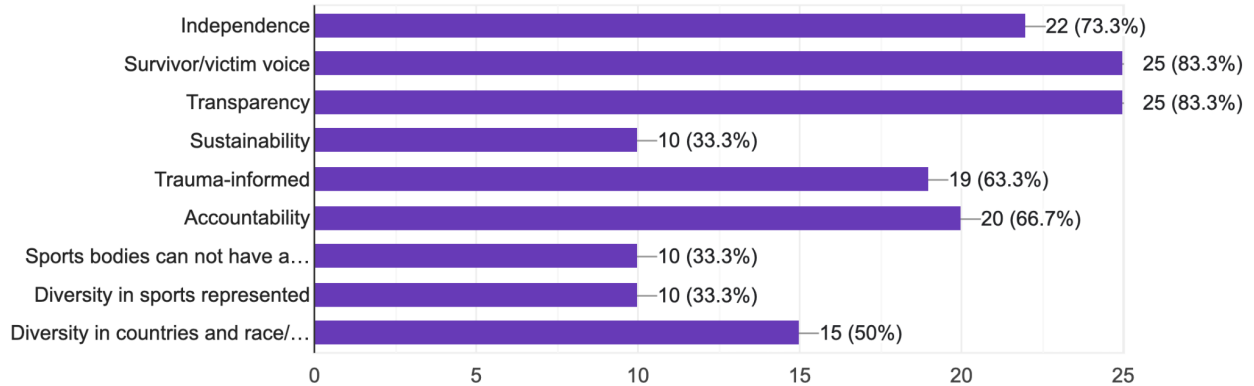
### Did you report through any of the following (Check all that apply)

27 responses



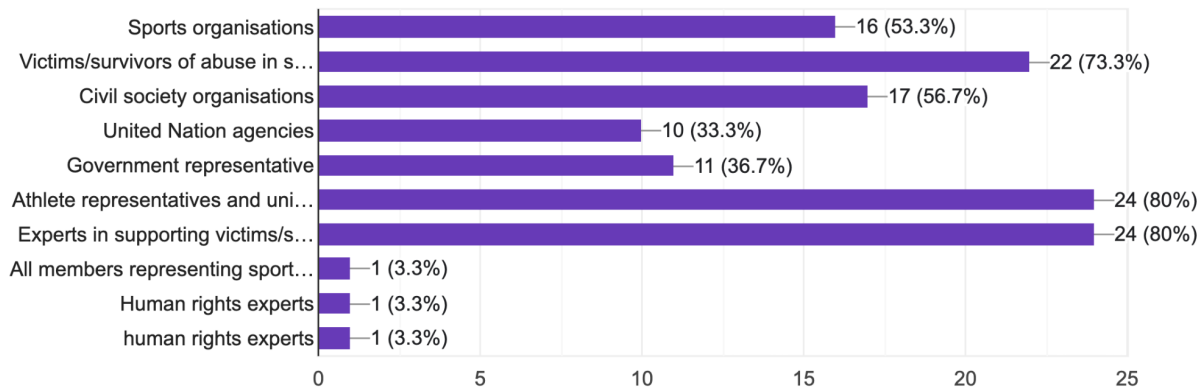
### What are the most important traits for an international sports entity? (Check your top five choices)

30 responses



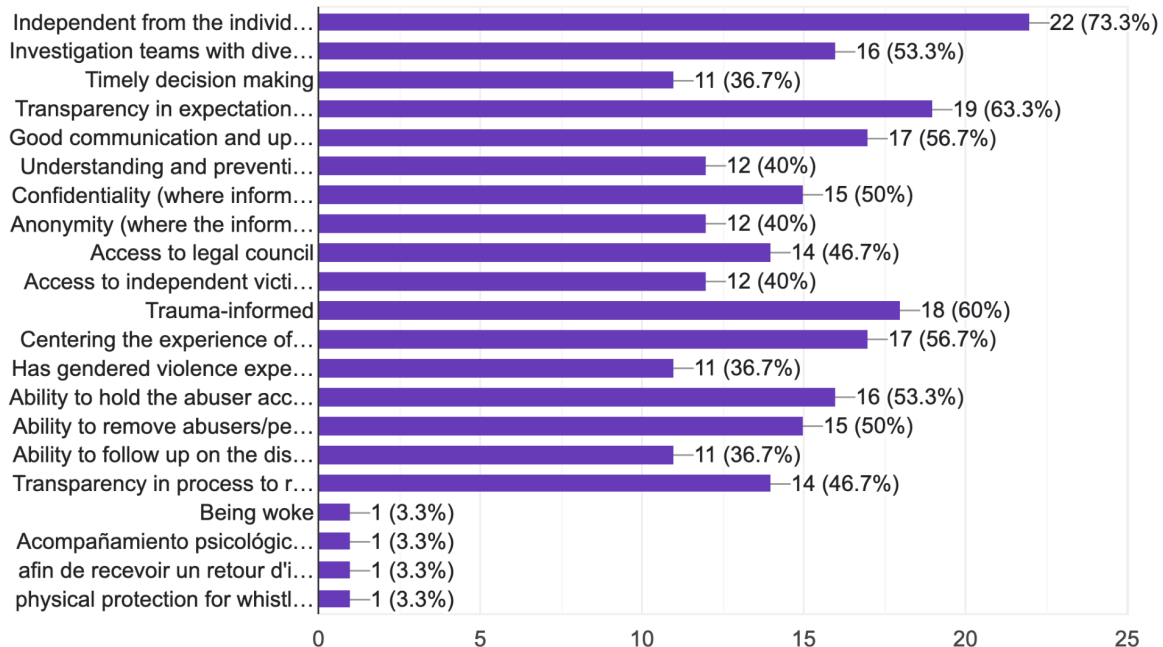
### The governing board should be composed of: (check all that apply)

30 responses



### What are the top five qualities of a good investigation for a case of abuse in sports? (Select your top 5 most important)

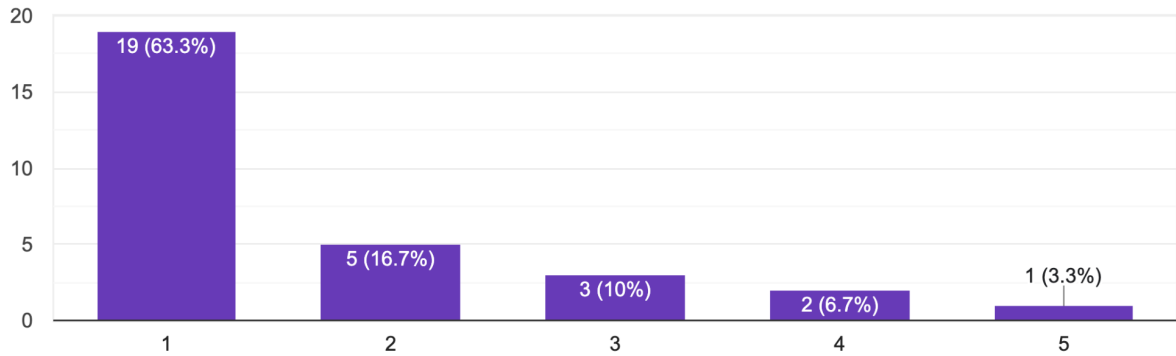
30 responses



The following charts represent questions asked on a Likert scale to determine the participants' perspectives about their sports' responses. 1 = Strongly disagree, 2 = Disagree, 3 - Neither disagree nor agree, 4 = Agree, 5 = Strongly agree.

My sport(s) have the appropriate response for victims/survivors of abuse in sport.

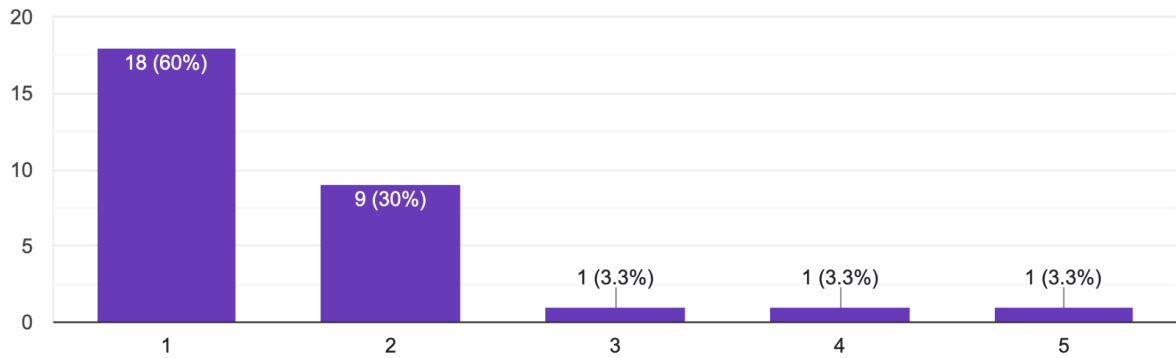
30 responses



1 = Strongly disagree, 2 = Disagree, 3 - Neither disagree nor agree, 4 = Agree, 5 = Strongly agree.

My sport(s) have the appropriate support resources for victims/survivors of abuse in sport.

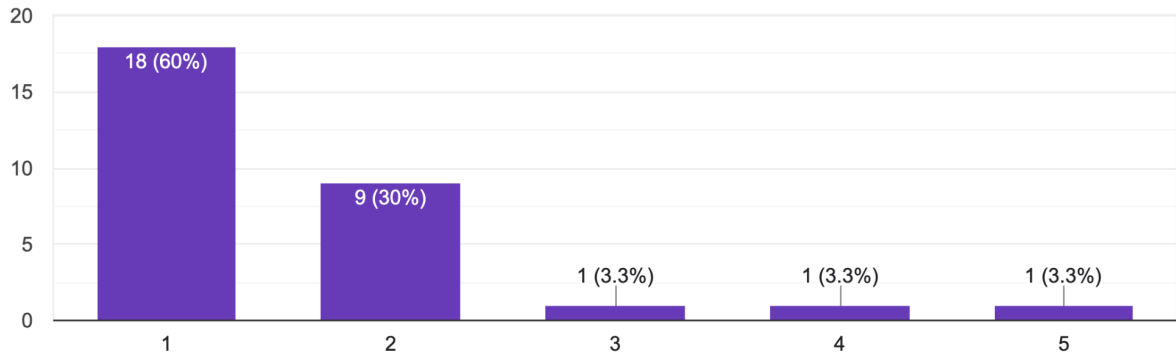
30 responses



1 = Strongly disagree, 2 = Disagree, 3 - Neither disagree nor agree, 4 = Agree, 5 = Strongly agree.

My sport(s) have the appropriate support resources for victims/survivors of abuse in sport.

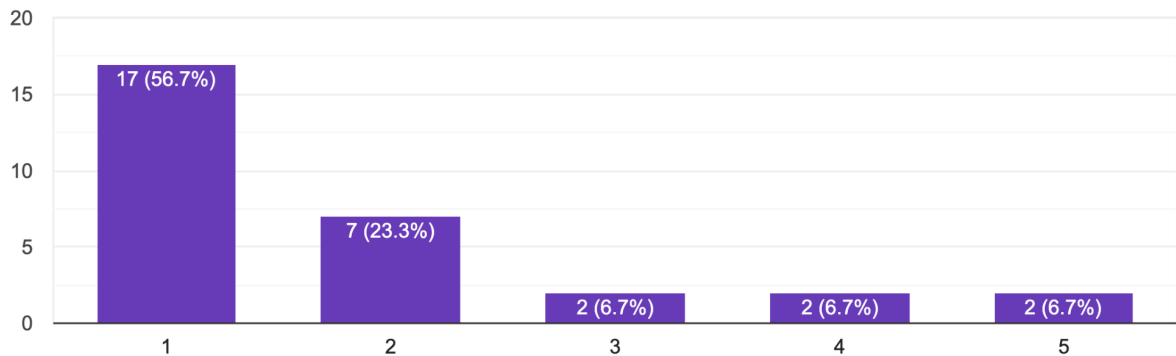
30 responses



1 = Strongly disagree, 2 = Disagree, 3 - Neither disagree nor agree, 4 = Agree, 5 = Strongly agree.

I know that an individual will be treated fairly in an investigation about abuse in sport.

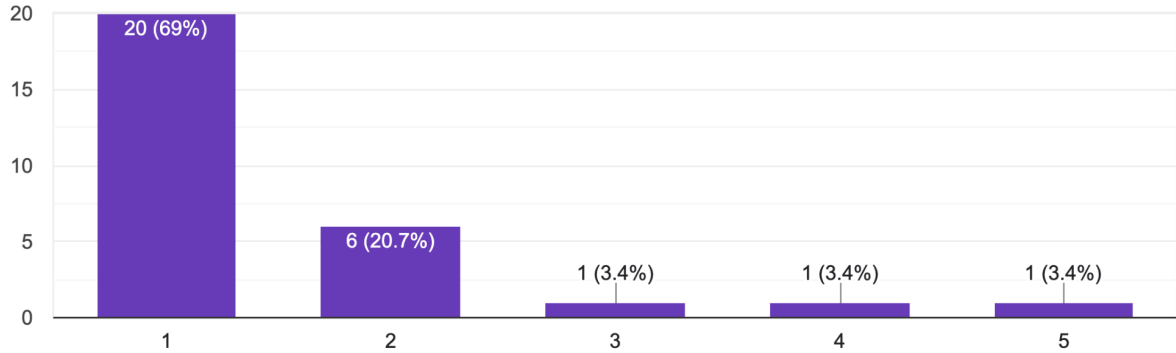
30 responses



1 = Strongly disagree, 2 = Disagree, 3 - Neither disagree nor agree, 4 = Agree, 5 = Strongly agree.

I have confidence that a person who causes harm/perpetrator of abuse will be held accountable by the current systems for reporting abuse in sport.

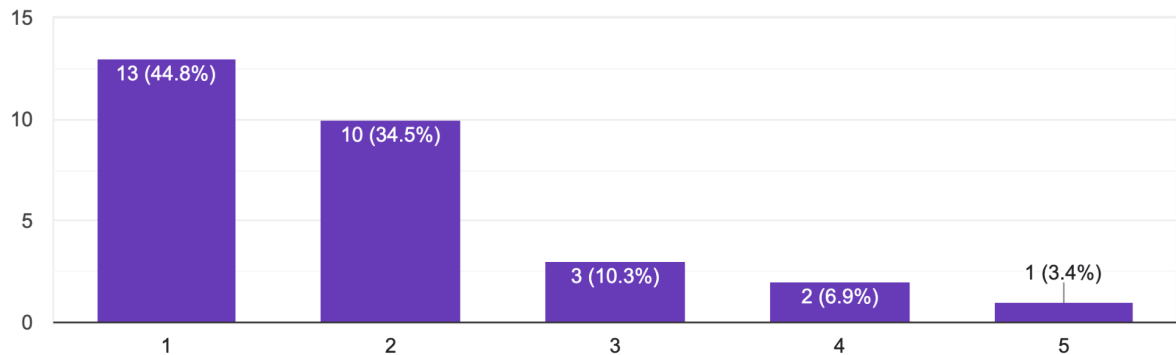
29 responses



1 = Strongly disagree, 2 = Disagree, 3 - Neither disagree nor agree, 4 = Agree, 5 = Strongly agree.

I have confidence that systems/institutions/organisations that cause harm will be held accountable by the current systems for reporting abuse in sport.

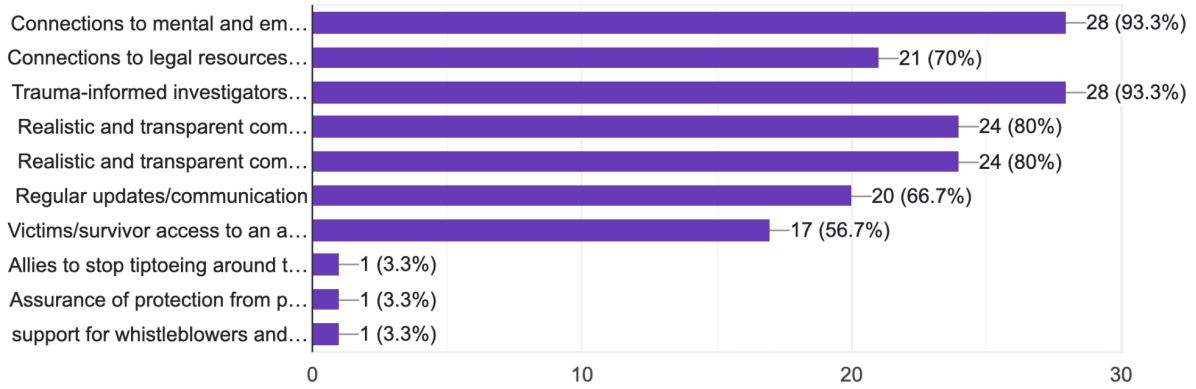
29 responses



1 = Strongly disagree, 2 = Disagree, 3 - Neither disagree nor agree, 4 = Agree, 5 = Strongly agree.

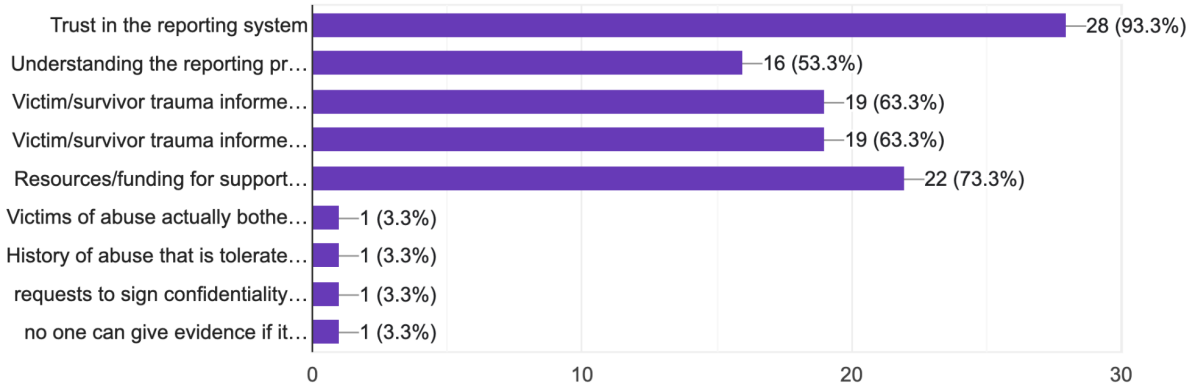
For a victim/survivor to be supported the following need to happen: (check all that apply)

30 responses



What major challenges do you see in supporting victims/survivors of abuse in all sports? (Check all that apply)

30 responses



If you reported abuse to a sports entity, was there any support you needed and didn't get?

27 responses

