

ADOPTING A SAFE SPORTS CHARTER

Members of the sports community such as National Olympic Committees, National Paralympic Committees, National Federations/National Sports Associations, local government units, schools, universities and colleges, clubs, gyms, associations, and leagues are called upon to create and guarantee safe environments. These stakeholders and duty-bearers must promote and institutionalize safe sport.

Safe Sport promotes the welfare and development of athletes and ensures the safety of athletes against all forms of harassment, discrimination, abuse, violence or bullying in sports, whether physical, emotional, psychological, or specifically gender-based, in person or online, based on race, ability, religion, poverty, status, position, education, ethnic background, opinion and differences, shall be guaranteed at all times.

The Author developed a template Safe Sports Charter that aims to ensure that athletes are safeguarded, the integrity of sports and sports organizations are protected, those working in the sports industry are protected, and the values of safe sport are promoted.¹

Below is a proposed text/ draft of such a charter that can considered and adopted by [*].

1.3.2. It recommends for IFs and NOCs to take the following into consideration:

1.3.2.1. Develop a clear definition of the term "harassment and abuse," which is consistent with the definition in Section 1 and applicable laws.⁶

1.3.2.2. Apply the safeguarding policy to all persons affiliated with the IF or NOC, including athletes.⁷

1.3.2.3. Inform all athletes, their entourages, coaches, officials, as well as other relevant persons on what may constitute harassment and abuse and where they may seek further information, advice and support, e.g. by organizing training or by making available educational material and provide for mechanisms to prevent involvement of known offenders in the IF's or NOC's activities.⁸

1.3.2.4. Establish a reporting procedure for alleged incidents of harassment and abuse, specifying different reporting channels and designated persons through which an alleged incident of harassment and abuse may be reported to the IF or NOC as well as the information that should be included in the report.⁹

1.3.2.5. Establish an investigation procedure to respond to alleged incidents of harassment and abuse which aims to assemble comprehensive information on the alleged incident¹⁰ and provide the responding party with due process before applying any measure or sanction.¹¹

1.3.2.6. Establish support mechanisms to provide support and information to persons involved in an alleged incident of harassment and abuse ("concerned persons") including the appointment of someone who is responsible for following up on all alleged incidents of harassment and abuse (e.g. a "Welfare/Support Officer"). Such person should be trained and experienced in the field of safeguarding from harassment and abuse (e.g. medically and/or legally), and his/her responsibilities should, in particular, include playing a central role in: (i) the reporting and investigation procedures, (ii) determining whether information of a case should be disclosed to the competent local authorities, and (iii) providing support to any concerned persons throughout the reporting and investigation procedures.¹²

1.3.2.7. Establish a disciplinary procedure for alleged incidents of abuse and harassment, which includes, in particular, disciplinary decisions, measures and sanctions,¹³ without prejudice to existing laws, rules and regulations.

1.3.2.8. Establish a confidentiality policy, which states that an alleged incident of harassment and abuse be regarded as confidential, and that personal information (including in particular name, date of birth, address, identification numbers) should not be disclosed, except, for example, if the concerned person gives his/ her prior consent, if disclosure is necessary to protect someone from harm or if a potential criminal act comes to the attention of the IF or NOC.¹⁴

SAFE SPORTS CHARTER

BY [*]

1. Preamble

1.1. The United Nations Universal Declaration of Human Rights (1948) provides that "All human beings are born free and equal in dignity and rights. xxx." Moreover, it likewise states that "Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. xxx."¹⁵

1.2. The Basic Universal Principles of Good Governance of the Olympic and Sports Movement (2008) prescribes the minimum good governance standards, which include, among others, the adoption of measures to prohibit the exploitation of young athletes, protection of athletes from unscrupulous recruiters and agents, development of cooperation with the governments of the countries concerned, and the signing by all sports organizations of Codes of Conduct.¹⁶

1.3. The International Olympic Committee (IOC) issued on 2 June 2016 the Guidelines for International Federations (IFs) and National Olympic Committees (NOCs) Related to Creating and Implementing a Policy to Safeguard Athletes from Harassment and Abuse in Sport (Guidelines):

1.3.1. The Preamble furthers the IOC Consensus Statement: Sexual Harassment and Abuse in Sport (2006), which states that "Sexual harassment and abuse occur worldwide. In sport, they give rise to suffering for athletes and others, and to legal, financial and moral liabilities for sport organizations. No sport is immune to these problems which occur at every performance level. Everyone in sport shares the responsibility to identify and prevent sexual harassment and abuse and to develop a culture of dignity, respect and safety in sport. Sport organisations, in particular, are gatekeepers to safety and should demonstrate strong leadership in identifying and eradicating these practices."¹⁷

1.4. The Athletes Rights and Responsibilities Declaration of the IOC Athlete 365 "aspires to promote the ability and opportunity of athletes to:

1. (1) Practise sport and compete without being subject to discrimination on the basis of race, colour, religion, age, sex, sexual orientation, disability, language, political or other opinion, national or social origin, property, birth or other immutable status. xxx

(6) Fair and equal gender representation.

(7) The protection of mental and physical health, including a safe competition and training environment and protection from abuse and harassment. xxx

(8) Report unethical behaviour without fear of retaliation. xxx

(11) Freedom of expression xxx.

and encourages athletes to:

(1) Uphold the Olympic values and adhere to the Fundamental Principles of Olympism.

(2) Respect the integrity of sport and compete as a clean athlete, in particular by not doping and not manipulating competition.

(3) Act in accordance with the IOC Code of Ethics and be encouraged to report unethical behaviour, including instances of doping, competition manipulation, prohibited discrimination and abuse and harassment.

(4) Comply with applicable national laws, and the rules of the qualification processes and competitions, of the sport, and of the relevant sporting organisation, as well as the Olympic Charter.

1.11. Republic Act No. 10773, otherwise known as the Data Privacy Act of 2012 reiterates the policy of the State to protect the fundamental human right of privacy, of communication while ensuring free flow of information to promote innovation and growth and the vital role of information and communications technology in nation-building and its inherent obligation to ensure that personal information in information and communications systems in the government and in the private sector are secured and protected.¹⁸ It guards against the unauthorized processing of personal information and sensitive personal information¹⁹ for any purpose, accessing sensitive personal information due to negligence,²⁰ improper disposal of personal information and sensitive personal information,²¹ processing of personal information and sensitive personal information for unauthorized purposes,²² unauthorized access or intentional breach,²³ concealment of security breaches involving sensitive personal information,²⁴ malicious²⁵ or unauthorized²⁶ disclosure, and a combination or series of acts as defined in Sections 25 to 32 of the Act.²⁷

NOW THEREFORE, in consideration of the foregoing, the [*] hereby approves and ratifies this **Safe Sports Charter (SSC)** to develop and promote the safety and protection of athletes, regardless of sex, gender preference, or origin, against all forms of harassment, abuse, and violence:

2. Principles

2.1. Sports-for-a-Purpose – Olympism. Sports has a noble purpose which is building better humans, creating active and vibrant communities, and advancing better quality of life for all, which collectively is the core of Olympism.

2.2. Safe Sport Environment. The safety of athletes against all forms of harassment, discrimination, abuse, violence or bullying in sports, whether physical, emotional, psychological, or specifically gender-based, in person or online, based on race, ability, religion, poverty, status, position, education, ethnic background, opinion and differences, shall be guaranteed at all times.

2.3. Rights and Responsibilities of Athletes. Athletes have inherent and fundamental rights, premised on the United Nations Declaration on Human Rights and underscored in the Athletes Rights and Responsibilities Declaration of the IOC Athlete 365 and Universal Declaration of Player Rights of the World Players Association/ Uni Global Union.

verbally, physically or through the use of technology such as text messaging or electronic mail or through any other forms of information and communication systems;

(C) A conduct that is unwelcome and pervasive and creates an intimidating, hostile or humiliating environment for the recipient; *Provided*, That the crime of gender-based sexual harassment may also be committed between peers and those committed to a superior officer by a subordinate, or to a teacher by a student, or to a trainer by a trainee; and

(d) Information and communication system refers to a system for generating, sending, receiving, storing or otherwise processing electronic data messages or electronic documents and includes the computer system or other similar devices by or in which data are recorded or stored and any procedure related to the recording or storage of electronic data messages or electronic documents.²⁸

3.4. Gender-based streets and public spaces sexual harassment are committed through any unwanted and unwanted sexual actions or remarks²⁹ against any person regardless of the motive for committing such action or remarks and includes catcalling, wolf-whistling, unwanted invitations, misogynistic, transphobic, homophobic and sexist slurs, persistent unwanted comments or gestures on a person's appearance, relentless requests for personal details, statement of sexual comments and suggestions, public masturbation or flashing of private parts, groping, or any advances, whether verbal or physical, that is unwanted and has threatened one's sense of personal space and physical safety, and committed in public spaces such as alleys, roads, sidewalks and parks. Acts constitutive of gender-based streets and public spaces sexual harassment are those performed in buildings, schools, churches, restaurants, malls, public washrooms, bars, internet shops, public markets, transportation terminals or public utility vehicles.³⁰

3.5. Harassment is defined as to include psychological abuse, physical abuse, sexual harassment and neglect. These forms of harassment and abuse may occur in combination or in isolation.³¹

3.5.1. Harassment and abuse can be based on any grounds including race, religion, colour, creed, ethnic origin, physical attributes, gender, sexual orientation, age, disability, socio-economic status and athletic ability. It can include one-off incident or a series of incidents. It may be in person or online, deliberate, unsolicited, and coercive.³²

3. Access general information on athlete and competition-related matters in a timely and clear manner.

4. Access education on sports-related matters as well as to work or study while actively training and competing, should the athlete choose to do so and where practicable.

5. Leverage opportunities to generate income in relation to their sporting career, name and likeness, while recognising the intellectual property or other rights, rules of the event and of sports organisations as well as the Olympic Charter.

6. Fair and equal gender representation.

7. The protection of mental and physical health, including a safe competition and training environment and protection from abuse and harassment.

8. Elected athlete representation within sporting organisations of the Olympic Movement.

9. Report unethical behaviour without fear of retaliation.

10. Privacy, including protection of personal information

4.2. The Universal Declaration of Player Rights of the World Players Association/ Uni Global Union³³ declares that:

4.2.1. Article 1. "Every player has the right to a sporting environment that is well governed, free of corruption,³⁴ manipulation and cheating and protects, respects and guarantees the fundamental human rights of everyone involved in or affected by sport, including the athlete."³⁵ His or her sport must adopt and implement the appropriate measures to ensure the enjoyment of the rights of the player and the maintenance of a sporting environment.³⁶ In accordance with this Declaration including by adequately protecting whistle blowers.³⁷

4.2.2. Article 3. (1) "Every player is entitled to equality of opportunity in the pursuit of sport without distinction of any kind and free of discrimination, harassment and violence.

4.2.7. Article 17. "Every player has a duty to respect the rights of his or her fellow players under this Declaration, and to respect the fundamental human rights of everyone involved with or affected by sport."³⁸

5. Commitments

5.1. SS Laws, Rules, and Regulations

5.1.1. Information campaign on the rights of athletes to be protected against harassment, abuse, and violence in sports must be fortified.

5.1.2. Athletes and other sports personalities, such as coaches, trainers and officials must undergo periodic training on laws dealing with the rights of athletes against harassment, abuse, and violence in sports.

5.1.3. Sports programs and activities, such as elite and mass participation, quality physical education, recruitment, grassroots development, community development, local government initiatives must promote and develop protection in sports.

5.1.4. The [*] shall ensure that all forms of mental, physical, and psychological support are provided to the athletes.

5.1.5. All events, competitions, workout sessions, trainings, meetings, seminars and activities of [*] must promote safe sports free from harassment, discrimination or bullying based on race, ability, religion, poverty, status, position, education, ethnic background, opinion and differences, and must provide safe spaces free from misogynistic and sexist, acts, policies, regulations, remarks and slurs.

5.1.6. The [*] shall ensure that all personal and sensitive personal information of the athletes are collected, utilized, and preserved in accordance with existing laws, rules, and regulations and shall further warrant that these information will not, in any manner, be used to harass, abuse, or other violation against the athletes.

5.4. Key Actions

The [*] shall:³⁹

5.4.1. Establishing a confidential mechanism for people to raise concerns and complaints about alleged harassment and abuse and develop procedures for dealing with such;

5.4.2. Establishing and implementing rules for sanctioning people who engage in harassment or abuse;

5.4.3. Establishing a network of government and non-government institutions or agencies that provide professional services that appropriately respond to safeguarding concerns;

5.4.4. Integrating a culture of respect and the prevention of harassment and abuse into our policy plan;

5.4.5. Raising awareness of SS and safeguarding through information sharing; and

5.4.6. Offering education and training for athletes, coaches, support staff and other members.

5.5. Key Responsibilities

These duty-bearers shall have the following responsibilities:⁴⁰

5.5.1. [*] Officers shall:

5.5.1.1. Treat all stakeholders equally, with respect and dignity;

5.5.1.2. Be an excellent role model;

5.5.1.3. Maintain self-control at all times while conducting themselves as responsible citizens;

5.5.1.4. Keep up-to-date with safeguarding training and make sure all records are kept in a secure location;

5.6. Procedure

5.5.2. Any complaint, whether verbal or written, advanced by an athlete must be accompanied with evidence supporting any allegation.

5.5.2.1. The SSCo must endeavor to amicably settle the issue while maintaining the confidentiality of the proceedings, insofar as applicable.

5.5.2.2. In the event of failure to amicably settle, the SSCo shall refer the athlete to the appropriate agency with jurisdiction, such as but not limited to the Prosecutor's Office, National Privacy Commission, Department of Social Welfare and Development.

5.5.2.3. The SSCo shall, in case the case is decided in favor of the athlete, ensure that the offending party shall be disqualified from any training or membership in the sport, if such enacting party is a member thereof.

5.5.3. The [*] shall enact a policy on the penalties to be meted against any erring party within its jurisdiction and without prejudice to existing domestic and international laws, agreements, and treaties.

5.7. Zero Tolerance Against Harassment, Abuse, and Violence

5.7.2. Safeguards must be put in place to guarantee the safety of athletes against harassment, abuse, and violence in sports, whether physical, emotional, psychological, or other forms of violence, in-person or online.

5.7.3. Appropriate sanctions, including expulsion or termination of membership, accreditation, or affiliation must be developed and imposed against any athlete, coach, staff, member, or officer found in violation of any national law, rule, or regulation protecting women, regardless of whether the violation was committed in relation to sports or a female athlete, including but not limited to the Violence Against Women and Children Act, Revised Penal Code, Anti-Sexual Harassment Law, Data Privacy Act, and the Safe Spaces Act.

5.11. Monitoring and Reporting of Progress.

5.11.2. An annual report on the [*]'s progress in promoting and safeguarding women's participation in sports shall be produced and made available to the general public. This shall primarily be the responsibility of the President and the Chairperson of the SSCo.

6. Adoption. This Safe Sports Charter is adopted by the [*] on the [*] day of [*], 20[*] in [*].

¹Page 15, IOC Toolkit for safeguarding athletes from harassment and abuse in sport.

²Article 1, United Nations Universal Declaration of Human Rights (1948).

³Article 2, *ibid*.

⁴Page 16, IOC Toolkit for safeguarding athletes from harassment and abuse in sport.

⁵See, for example, Annan, Kofi, "United Nations Convention Against Corruption," forward, p. (ii) in which the author when writing as UN Secretary General stated that, "Corruption is an insidious plague that has a wide range of corrosive effects on societies. It undermines democracy and the rule of law, leads to violations of human rights..."

⁶https://www.unodc.org/documents/burules/UN_Convention_Against_Corruption.pdf

⁷UNESCO Charter, including the Preamble and Article 10. UDHR, Article 17. ICESCR, Article 15(1)(a).

⁸CECSC, Article 2. ILO, C155, UNESCO Charter, Article 10(5).

⁹ICESCR, Article 12. ILO, C155, UNESCO Charter, Article 12(1)(c) and (d), UNESCO Charter, including the Preamble and Article 10.

¹⁰ILCO, C155, UNESCO Charter, including Article 10. UDHR, Article 3. ICPRP, Articles 7 (in particular, the second sentence) and 9.

¹¹UDHR, Articles 3 and 12. ICPRP, Article 17. CFREU, Articles 7 and 8.

¹²UDHR, Articles 12 and 17. ICPRP, Article 17.

¹³MUNGR, UNDR, Articles 9 and 11. ICPRP, Article 14. CFREU, Article 47.

¹⁴UDHR, Article 29.

¹⁵Working Draft POC Safe Sport Policy, POC Safe Sport Technical Working Group, as of June 12, 2021.

¹⁶*ibid*.

¹⁷Section 3, RA 7877.

¹⁸Declared by the Organized Players of the World in Washington D.C., USA on 14 December 2017.

¹⁹See, for example, Annan, Kofi, "United Nations Convention Against Corruption," forward, p. (ii) in which the author when writing as UN Secretary General stated that, "Corruption is an insidious plague that has a wide range of corrosive effects on societies. It undermines democracy and the rule of law, leads to violations of human rights..."

²⁰https://www.unodc.org/documents/burules/UN_Convention_Against_Corruption.pdf

²¹UNESCO Charter, including the Preamble and Article 10. UDHR, Article 17. ICESCR, Article 15(1)(a).

²²CECSC, Article 2. ILO, C155, UNESCO Charter, Article 10(5).

²³ICESCR, Article 12. ILO, C155, UNESCO Charter, Article 12(1)(c) and (d), UNESCO Charter, including the Preamble and Article 10.

²⁴ILCO, C155, UNESCO Charter, including Article 10. UDHR, Article 3. ICPRP, Articles 7 (in particular, the second sentence) and 9.

²⁵UDHR, Articles 3 and 12. ICPRP, Article 17. CFREU, Articles 7 and 8.

²⁶UDHR, Articles 12 and 17. ICPRP, Article 17.

²⁷MUNGR, UNDR, Articles 9 and 11. ICPRP, Article 14. CFREU, Article 47.

²⁸UDHR, Article 29.

²⁹Working Draft POC Safe Sport Policy, POC Safe Sport Technical Working Group, as of June 12, 2021.

³⁰*ibid*.

³¹Section 3, RA 7877.

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³³See, for example, Annan, Kofi, "United Nations Convention Against Corruption," forward, p. (ii) in which the author when writing as UN Secretary General stated that, "Corruption is an insidious plague that has a wide range of corrosive effects on societies. It undermines democracy and the rule of law, leads to violations of human rights..."

³⁴https://www.unodc.org/documents/burules/UN_Convention_Against_Corruption.pdf

³⁵UNESCO Charter, including the Preamble and Article 10. UDHR, Article 17. ICESCR, Article 15(1)(a).

³⁶CECSC, Article 2. ILO, C155, UNESCO Charter, Article 10(5).

³⁷ICESCR, Article 12. ILO, C155, UNESCO Charter, Article 12(1)(c) and (d), UNESCO Charter, including the Preamble and Article 10.

³⁸ILCO, C155, UNESCO Charter, including Article 10. UDHR, Article 3. ICPRP, Articles 7 (in particular, the second sentence) and 9.

³⁹UDHR, Articles 3 and 12. ICPRP, Article 17. CFREU, Articles 7 and 8.

⁴⁰UDHR, Articles 12 and 17. ICPRP, Article 17.

⁴¹MUNGR, UNDR, Articles 9 and 11. ICPRP, Article 14. CFREU, Article 47.

⁴²UDHR, Article 29.

⁴³Working Draft POC Safe Sport Policy, POC Safe Sport Technical Working Group, as of June 12, 2021.

⁴⁴*ibid*.

2.4. Responsibilities of Sports Associations and Training Personnel and Institutions. Corollary to these is the corresponding responsibility of sports associations and training personnel and institutions to ensure not only the integrity of the sport but the protection of these athletes against all forms of harassment, abuse, and violence.

3. Description of Terms

3.1. Safe Sport promotes the welfare and development of athletes and ensures the safety of athletes against all forms of harassment, discrimination, abuse, violence or bullying in sports, whether physical, emotional, psychological, or specifically gender-based, in person or online, based on race, ability, religion, poverty, status, position, education, ethnic background, opinion and differences, shall be guaranteed at all times.

3.2. Gender-Based Online Sexual Harassment includes acts that use information and communications technology in terrorizing and intimidating victims through physical, psychological, and emotional threats, unwanted sexual misogynistic, transphobic, homophobic and sexist remarks and comments online whether publicly or through direct and private messages, invasion of victim's privacy through cyberstalking and incessant messaging, uploading and sharing without the consent of the victim, any form of media that contains photos, voice, or video with sexual content, any unauthorized recording and sharing of any of the victim's photos, videos, or any information online, impersonating identities of victims online or posting lies about victims to harm their reputation, or filing, false abuse reports to online platforms to silence victims.³⁵

3.3. Gender-Based Sexual Harassment in the Workplace includes the following:

(a) An act or series of acts involving any unwelcome sexual advances, requests or demand for sexual favors or any act of sexual nature, whether done verbally, physically or through the use of technology such as text messaging or electronic mail or through any other forms of information and communication systems, that has or could have a detrimental effect on the conditions of an individual's employment or education, job performance or opportunities;

(b) A conduct of sexual nature and other conduct-based on sex affecting the dignity of a person, which is unwelcome, unreasonable, and offensive to the recipient, whether done

verbally, physically or through the use of technology such as text messaging or electronic mail or through any other forms of information and communication systems;

(C) A conduct that is unwelcome and pervasive and creates an intimidating, hostile or humiliating environment for the recipient; *Provided*, That the crime of gender-based sexual harassment may also be committed between peers and those committed to a superior officer by a subordinate, or to a teacher by a student, or to a trainer by a trainee; and

(d) Information and communication system refers to a system for generating, sending, receiving, storing or otherwise processing electronic data messages or electronic documents and includes the computer system or other similar devices by or in which data are recorded or stored and any procedure related to the recording or storage of electronic data messages or electronic documents.³⁶

3.4. Gender-based streets and public spaces sexual harassment are committed through any unwanted and unwanted sexual actions or remarks³⁷ against any person regardless of the motive for committing such action or remarks and includes catcalling, wolf-whistling, unwanted invitations, misogynistic, transphobic, homophobic and sexist slurs, persistent unwanted comments or gestures on a person's appearance, relentless requests for personal details, statement of sexual comments and suggestions, public masturbation or flashing of private parts, groping, or any advances, whether verbal or physical, that is unwanted and has threatened one's sense of personal space and physical safety, and committed in public spaces such as alleys, roads, sidewalks and parks. Acts constitutive of gender-based streets and public spaces sexual harassment are those performed in buildings, schools, churches, restaurants, malls, public washrooms, bars, internet shops, public markets, transportation terminals or public utility vehicles.³⁸

3.5. Harassment is defined as to include psychological abuse, physical abuse, sexual harassment and neglect. These forms of harassment and abuse may occur in combination or in isolation.³⁹

3.5.1. Harassment and abuse can be based on any grounds including race, religion, colour, creed, ethnic origin, physical attributes, gender, sexual orientation, age, disability, socio-economic status and athletic ability. It can include one-off incident or a series of incidents. It may be in person or online, deliberate, unsolicited, and coercive.⁴⁰

3.5.2. Harassment and abuse can result from an abuse of authority, meaning the improper use of a position of influence, power or authority by an individual against another person.⁴¹

3.6. *Neglect* means the failure of a coach or another person with a duty of care towards the athlete to provide a minimum level of care to the athlete, which is causing harm, allowing harm to be caused, or creating an imminent danger of harm.⁴²

3.7. *Physical abuse* means any deliberate and unwelcome act that causes physical trauma or injury and which may consist of forced or inappropriate physical activity.⁴³

3.8. *Psychological abuse* means any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation, infantilization, or any other treatment which may diminish the sense of identity, dignity, and self-worth.⁴⁴

3.9. *Work, education or training-related sexual harassment* is committed by an employer, employee, manager, supervisor, agent of the employer, teacher, instructor, professor, coach, trainer, or any other person who, having authority, influence, moral ascendancy over another in a work or training or education environment, demands, requests or otherwise requires any sexual favor from the other, regardless of whether the demand, request or requirement for submission is accepted by the object of said Act.⁴⁵

4. Athletes' Rights

4.1. The Athletes Rights and Responsibilities Declaration of the IOC Athlete 365 "aspires to promote the ability and opportunity of athletes to:

1. Practise sport and compete without being subject to discrimination on the basis of race, colour, religion, age, sex, sexual orientation, disability, language, political or other opinion, national or social origin, property, birth or other immutable status.

2. Be part of a transparent, fair and clean sporting environment, particularly one that fights against doping and competition manipulation, and provides for transparent judging/refereeing, selection and qualification processes, and appropriate competition schedules, including training schedules at such competitions.

and (2) "A player's right to pursue sport cannot be limited because of his or her race, colour, birth, age, language, sexual orientation, gender, disability, pregnancy, religion, political or other opinion, responsibilities as a carer, property or other status."⁴⁶

4.2.3. Article 9.

4.2.3.1. Every player must be provided with a safe and secure workplace and sporting environment, which promotes the player's safety, physical and mental health and his or her social