

MODEL PROTOCOL

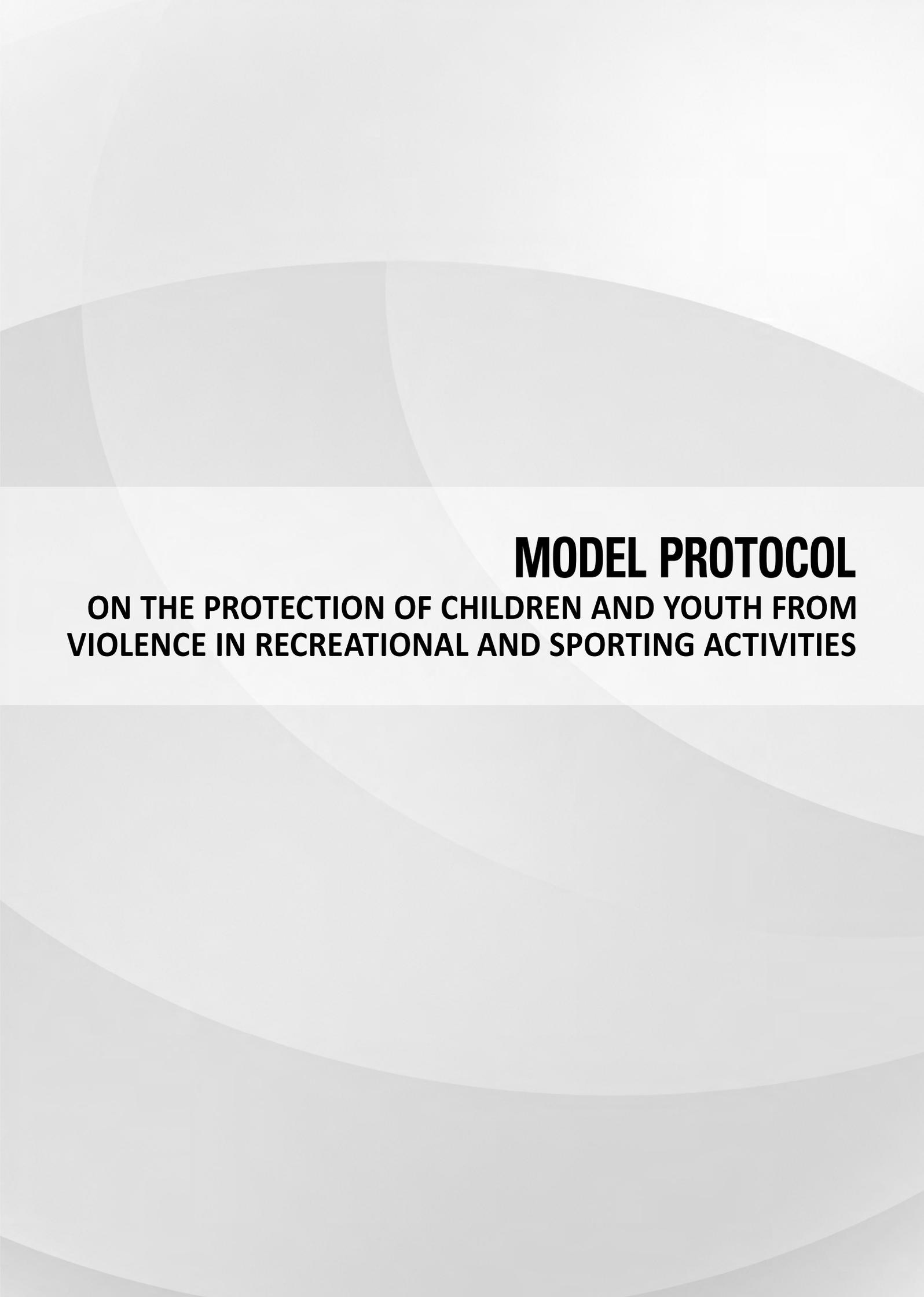
ON THE PROTECTION OF CHILDREN AND YOUTH FROM VIOLENCE IN RECREATIONAL AND SPORTING ACTIVITIES



This project is funded by
The European Union



Child Rights Centre



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**ON THE PROTECTION OF CHILDREN AND YOUTH FROM
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ON THE PROTECTION OF CHILDREN AND YOUTH FROM VIOLENCE IN RECREATIONAL AND SPORTING ACTIVITIES

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Print

Igam, Belgrade

Circulation 300

ISBN 978-86-83109-60-9

Belgrade, 2014

This publication has been produced with the assistance of the European Union. The contents of this publication are the sole responsibility of Child Rights Centre and can in no way be taken to reflect the views of the European Union.



This project is funded by
The European Union



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CIP – Каталогизacija у публикацији Народна библиотека Србије, Београд
364.65–053.2(035) / 316.62:179.2(035) / 343.85:343.62(035) / Модел
протокола за заштиту деце и младих од насиља у рекреативним
и спортским активностима / приредиле Марија Петровић, Ивана
Стевановић, Милена Голић Ружић / Београд : Центар за права детета,
2014 / Београд : Игам / 30, 30 стр. ; 30 cm / Насл. стр. приштампаног
енгл. превода: Model Protocol on the Protection of Children and Youth
Violence in Recreational and Sporting Activities / Оба рада штампана у
међусобно обрнутим смеровима / Тираж 300 / ISBN 978-86-83109-60-9
/ а) Деца – Насиље – Спречавање – Приручници / б) Деца – Заштита
– Приручници / с) Жртве насиља – Деца / COBISS.SR-ID 205521164

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Foreword

Publication in front of you — **Model Protocol on the Protection of Children and Youth from Violence in Recreational and Sporting Activities** — is the result of the joint effort of the relevant actors in the field of children’s protection from violence and the field of sport, who prepared the text of this document under the project entitled “Prevention and Protection of Children from Violence in Sport” implemented by the Child Rights Centre. The project was funded by the Delegation of the European Union to the Republic of Serbia through its programme the European Instrument for Democracy and Human Rights (EIDHR). The workgroup consisted of: Dragan Atanasov MA, Assistant of the Minister for Youth and Sport, Dane Korica PhD, counsellor of the Sports Association of Serbia president, Nenad Manojlovic, coach, member of the Sports Council of the Ministry of Youth and Sport, former Selector of the national water polo team of Serbia, Olivera Zecevic, Head of the Department for the Suppression and Prevention of Juvenile Delinquency of the Ministry of Interior, Biljana Lajovic, Coordinator of the Unit for the Prevention of Violence of the Ministry of Education, Science and Technological Development, Zoran Sretenovic, Education Counsellor of the School Administration of Kragujevac, former top athlete, basketball coach and Counselling Coordinator for the prevention of violence in the School Administration of Kragujevac, Ivana Stevanovic PhD, research associate of the Institute for Sociological and Criminological Research, President of the Child Rights Centre, Marija Petrovic, expert consultant for child rights and Milena Golic Ruzic, manager of the project “Prevention and Protection of Children from the Violence in Sport”.

The contents of the Protocol, even though it was largely conditioned by the established general system of protection of children from abuse and neglect, has been enriched with the ideas collected during a wide consultation process, implemented through organized focus groups participated in by sport professionals, parents of youth athletes, sport journalists, citizens’ associations, international organizations, as well as youth athletes themselves. We owe special gratitude to all of them, because they understood our idea and provided their contribution to the process of establishing the system for the protection of children from violence.

Ever since its establishment in 1997, the Child Rights Centre (hereinafter: CRC) has had the development of the system and mechanisms for realization and protection of child rights as one of its goals. One of the main courses of action of the CRC has been to participate in strengthening of the system of protection of children from abuse and neglect. Convention on the Rights of the Child stipulates in its article 19 the obligation of the state to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.

Systematic development of the child protection in this respect was initiated in 2004, when the Government of the Republic of Serbia adopted the National Action Plan for Children (hereinafter: NAP) with a priority to protect the child from all the forms of abuse and neglect. As a part of the NAP realization, the Government adopted General Protocol on the Protection of Children from Abuse and Neglect (2005). The Protocol established a coordinated system of protection with centres for social work (hereinafter: CSWs) in its centre, as coordinators, and it envisaged the procedure for implementation of the protection process in the cases of suspected abuse and/or neglect. Within this coordinated system, apart from the social care system, there are other systems that have their responsibilities: education system, health care system, judiciary and internal affairs. Therefore the authorized ministries were obliged to adopt their own, systematic protocols for action (Special

protocols). This obligation was first fulfilled by the ministry responsible for social policy by adopting the Protocol for the Social Care Institutions (2006), followed by the Ministry of Interior's Police Protocol (2006, amended in 2012), and Ministry for Education (2007), health care system (2009) and judiciary (2009) with their respective special protocols. Within the system of education, the system was taken one step further as the Law on the Fundamentals of Education and Instruction System envisaged for the Protocol to be promoted to a bylaw — Regulations on Procedure of Action in Institutions in Response to Violence, Abuse and Neglect.

After the adoption of the protocols, all the ministries have continuously developed their employees' capacities to provide adequate protection and act in accordance with the envisaged procedures, while within the education system a large number of preventive activities have been implemented with children.

Thus conceived system, however, has omitted one of the crucial segments of children's and youth's life — recreational and sporting activities. Having recognized this problem, in 2011 the CRC conducted the research entitled "Violent Behaviour towards and among Children and Youth in Sport"¹. Among other things, the research confirmed the assumption that certain rules that would lead to the fewer cases of violent behaviour towards children in the sporting environment, as well as to their timely and adequate punishment, need to be established and promoted. The project under which this publication has been designed originated from that research. At the beginning of the Project's realization in 2013, when the project idea was presented to the Ministry of Youth and Sport authorized for this field, as well as to the Sport Association of Serbia, they supported it and joined the process of the document preparation, since the protection of children and youth in sport is one of their current priorities.

In this respect, the Law on Sport has defined the problem of protection of children in sport from all forms of abuse and discrimination, while the new draft will stipulate the obligation of the Ministry to develop the Regulations on Protection of Children in Sport. Intention of the Ministry is for the Model Protocol on the Protection of Children and Youth from Violence in Recreational and Sporting activities to be a starting point and core of the aforementioned Regulations, which would make its implementation significantly more effective, once it is adopted.

Upon the adoption of the Law on the Amendments of the Law on Sport, the Ministry of Youth and Sport will clearly define the obligation of implementation of the Protocol on the Protection of Children in Sport through the agreements with the national branch associations, while the same thing will be facilitated by defining the obligations and rights within the agreements for funding the programmes of sporting organizations on all governmental levels and in terms of implementation of this Protocol.

Special attention will be paid to the evaluation of implementation and its results and effects. In order to enable the evaluation, the process will be preceded by defining the standards for sporting activities, which will serve as a basis for standardization of sporting organizations including organizations which provide services in the field of sport to the third parties and do not belong to the competition system, or to the branch associations (sport schools, tennis schools, football schools, fitness clubs, etc.). Implementers of the standards' development will be the Ministry of Youth and Sport, Olympic Committee of Serbia, Sport Association of Serbia, Paralympic Committee of Serbia, Institute of Sport and Sport Medicine of the Republic of Serbia. The process of standards' development will be joined by the entire professional public from the field of sport, i.e. sporting organizations as well as scientific institutions.

1 The research was conducted under the project entitled "Prevention of Conflicts and Violent Behaviour towards and among Children and Youth in Sport as a Part of the Local Community", in cooperation with the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH — project „Strengthening of the Structures for Youth Empowerment and Participation” and the Ministry of Youth and Sport of the Republic of Serbia. The research was conducted by the Project Team comprised of Professor Dragan Popadic, senior researcher and collaborators: Ljubica Bacanac PhD, Milena Golic, Marija Petrovic and Stanislava Vidovic.

The evaluation will be designed in three levels. *The first level of evaluation* will pertain to the obligation of submitting reports (the form and contents of which will be defined in the process of defining standards and standardization of sporting organizations) to the ministry authorized for sporting affairs by the national branch associations, as the holders of sports development on the territory of the Republic of Serbia for their respective branches of sport. Thereby, 94 branch associations will be included in evaluation process, thus covering some 90% of sport in the Republic of Serbia. Implementers of this part of evaluation are the Olympic Committee of Serbia for the Olympic sports, Sport Association of Serbia for non-Olympic sports and professional sporting organizations.

Second level of evaluation will imply the reporting of sport associations of autonomous provinces pertaining to the implementation of measures from the Protocol on the Protection of Children in Sport, conducted in cooperation with the territorial sport associations for the territories of the respective autonomous provinces.

Third level of evaluation will pertain to the activities of the territorial sport associations (Municipal sport associations) which will control the implementation of the Protocol through the reports of their members (sporting organizations within their system).

THE RIGHT OF THE CHILD TO BE PROTECTED FROM ALL FORMS OF VIOLENT BEHAVIOUR IN SPORTING AND RECREATIONAL ACTIVITIES

Definition of Violence in Sport

Protection of children from violence, or more precisely all forms of abuse, exploitation and neglect, is one of the basic tasks of every society. This task is legislatively reflected in the article 19 of the United Nations Convention on the Rights of the Child (hereinafter: Convention)². According to the Convention “all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child” is prohibited and have to be stopped, while the risk of the occurrence or recurrence thereof has to be eliminated. The Convention thus prohibits all forms of violence and neglect and obliges the state parties to provide effective prevention, i.e., full security of children, protection and reintegration of victims and punishment of perpetrators. All forms of compromising the child physical, psychological, or sexual integrity, i.e., hindrance of his development, constitute an act of violence against the child under the Convention. Violence against children in the context of sporting and recreational activities is usually defined on the basis of these premises. Thus the UNICEF study entitled “Protecting Children from Violence in Sport”³ starts from the widest possible overview of the problem and notes that the violence in the sporting context may manifest in a number of ways including:

- ▶ **Bullying, psychological degradation or humiliation based on gender, body shape or performance**
- ▶ **Undue pressure on young athletes to achieve high performance**
- ▶ **Sex required as a prerequisite for team selection or privileges**
- ▶ **Physically injurious or sexually degrading initiation (hazing) rituals**
- ▶ **Nutrition and weight loss regimes that lead to eating disorders such as anorexia or other health problems**
- ▶ **Beatings and other forms of physical punishment as a spur to improved performance**
- ▶ **Injury through forced risk-taking in extreme environments**
- ▶ **Doping or the use of performance-enhancing substances**
- ▶ **Peer pressure to use alcohol or addictive substances**
- ▶ **Requiring young athletes to play when injured**

2 (“Official Gazette of the SFRY” — supplement: International Agreements, no. 15/90 and “Official Gazette of the FRY” — supplement: International Agreements, no. 4/96 and 2/97)

3 Protecting Children from Violence in Sport — A Review with a Focus on Industrialized Countries, UNICEF, Innocenti Research Centre, 2010

- ▶ Use of physical exercise as a punishment
- ▶ Denial of sufficient rest and care

In the domestic literature, violence in sport is usually defined as **behaviour transgressing sport rules aimed at harming or compromising other participants** (Bacanac, 2010)⁴. In this sense, it also includes non-ethical actions, unjust treatment, favouritism and legal violence — breaching and non-fulfilment of contractual obligations.

In order to define violence as concretely as possible in the *Model Protocol on the Protection of Children and Youth from Violence in Recreational and Sporting Activities* (hereinafter: Protocol), violence is defined through the provision of general definition of the term based on the aforementioned characteristics that is subsequently followed by naming a great number of behavioural patterns characterized in the literature as unambiguous examples of violence against children and youth athletes, with the purpose of harmonizing future practice. For the same purpose, the described behaviours are grouped into 3 categories, based on the criteria of gravity of consequences/harm that they can potentially induce.

The Most Frequent Forms of Violence in Sporting Environment in the Republic of Serbia

From the moment when the systematic monitoring of the occurrence of violence in sport began, there have been changes in the perspective. During the 1960s and 1970s, the violence in sport was mainly observed through the lens of inappropriate behaviour of the spectators and was defined accordingly, and this kind of perspective is still largely present. The concept of human rights, and thus consequentially of child rights, including the right to be protected from all forms of sport related violence, is of a more recent date. The new perspective also implies the obligation of monitoring the infringement of rights, so in time, more elaborate collection of data on the subject, as well as their analysis have ensued, with the purpose of developing the system of prevention, as well as of protection from violence, once it has occurred.

The first research in the Republic of Serbia that indicated the most frequent forms of violence in sporting environment, was conducted in 2008 on a sample of more than a 1000 of primary school children that systematically engaged in sport (average age: 13, average experience in sport: 4 years). This research indicated that 35.3% of young athletes experienced some form of physical, verbal, or some other type of violence, or abuse in sport related contexts.⁵

In order to make more comprehensive examination of the frequency and causes of the phenomenon, as well as to investigate the ways of reacting to it once the violence has been experienced, in 2011 the CRC realized the research⁶ entitled “Violent Behaviour towards and among Children and Youth in Sport”.⁷

4 Bacanac, Lj. (2010). *Psycho-social and Situational Factors of Aggressive and Violent Behaviour of Coaches, Athletes and Parents of the Athletes*. Doctoral thesis, Faculty of Philosophy — University of Belgrade, Department of Psychology.

5 Bacanac, Lj, Petrovic, N, Manojlovic, N, (2009). *Forms and Rate of Violence in Serbian Sport*. Unpublished report, Belgrade: Ministry of Youth and Sport

6 The research was conducted under the project entitled “Prevention of Conflicts and Violent Behaviour towards and among Children and Youth in Sport as a Part of the Local Community”, in cooperation with the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH — project “Strengthening of the Structures for Youth Empowerment and Participation” and the Ministry of Youth and Sport of the Republic of Serbia.

7 The phenomenon was investigated through the lense of a few basic relations. Initially examined was the violence among the athletes within a single club, then the violence against the „opponents” and during competitions, and finally the violence of coaches against children/young athletes. It is important to know that the respondents were young athletes age 13–17 engaging in three collective sports — football, basketball and handball. The sample that was statistically processed consisted of 399 respondents, 32% of which being female and 68% male. The research was focused on the young athletes’ experiences in the previous year of their sport engagement.

The half of the respondents shared that, in the previous season, they experienced some form of violence by their teammates. Around 40% of the respondents stated that they experienced violence by their opponents. 63% of the respondents reported some form of violence by their coaches.

In most of the cases these forms of violent behaviour occurred once or twice during the season, while the cases of almost regular violence are rare, according to the reports of the athletes.

Verbal violence occurred the most often, as insults, mocking, threats, and intimidation. Physical violence is relatively rare, both among the teammates and when coaches are concerned.

The results also evidence the great influence that coaches have on athletes. Athletes perceive their coach as having authority of a very different kind than the authority of their school teachers. The scope of the coach's authority is greater, and quite different than teacher's, and it is taken for granted that he/she knows what is the best thing to do, as well as what is in the child's best interest, while he is also granted a range of measures/penalties not allowed to teachers. Potentially rough action of the coach becomes the act of violence in the eyes of the athlete only when undeserved, and not even then as a rule, since children are inclined to justify their coaches in situations like these, thinking that their coaches falsely believed that the punishment was deserved. For a coach to exercise his/her authority in this way, he/she has to have the support of other adults, primarily the children's parents, who would affirm and back up such conception of the coach's authority.

The part of the research which dealt with the reaction to the acts of violence shown that the acts of violence often go unnoticed and unpunished, and if the teammates, spectators or coach happen to be punished, the athlete remains uninformed of it. Youth should not, as is often the case, receive ambivalent messages on what is allowed and what is not allowed, what is prohibited "on paper" and what in reality, what is prohibited to one, but allowed to other. Model Protocol should make the actions uniform when it comes to form and degree of violence that require reaction, as well as to further procedure and finally measures/penalties taken in the given circumstances.

As much as 35.1% of the respondents take the violence by the teammates to be inevitable and are ready to endure it (14.9% of them feeling bad because of it, while the rest saying that they do not mind it). Some 16% of those who experienced peer violence, responded to it in kind, following "an eye for an eye" principle. Quite a small percentage of the athletes seeks protection from adults (4.3%), or friends (6.6%). In case the acts of violence were committed by the coach, children however more often turn to their parents — 40% of those who reported the violence⁸ to someone. The support and protection often turned to be successful.

Selection of International Instruments and Recommendations for Protecting Children from Violence in Sport

Convention of the United Nations on the Rights of the Child represents the basic document out of which the obligations arise on the national level. When it comes to protection from violence, especially important are the following provisions of the Convention that pertain to the protection from:

- ▶ Physical or mental violence, abuse and neglect (Article 19);
- ▶ All forms of sexual exploitation and sexual abuse (Article 34);
- ▶ Abduction and trafficking in children (Article 35);

8 In this context we do not imply formal reports, but the situations in which a child complained to someone that he/she has experienced violence.

- ▶ All other forms of exploitation prejudicial to any aspects of the child’s welfare (Article 36);
- ▶ Inhuman or degrading treatment or punishment (Article 37).

Furthermore the provision of Article 39 of the Convention stipulates that the States Parties shall take all appropriate measures to promote physical and psychological recovery and social reintegration of a child victim. Committee on the Rights of the Child⁹ in their General Comments perceive sport primarily as a stimulating environment for children, while the states are encouraged to make efforts to utilize sport’s potential to a greater extent in developing the child rights in general, primarily in developing an inclusive society, promotion of health and strengthening of the child’s social skills.

Protection of children and realization of their other rights are always based on the 4 basic principles of the Convention on the Rights of the Child:

- ▶ Right to life and development (Article 6),
- ▶ Right to protection against any form of discrimination (Article 2),
- ▶ Right to participate in making of any decision concerning him/her (Article 12),

Right of their best interest to be primarily considered when making any decision that concern them (Article 3).

Therefore, all legislation and programme documents that affect children, as well as their implementation, should be based on these principles.

Within the UN system, we shall also mention the Resolution no. 60/9 dating from November 2005 which, recalling the Convention, emphasizes the concerns about potential dangers to young athletes that may become victims of various unwarranted acts including child labour, violence, doping and early specialization. Due to their engagement in sporting activities, they may also encounter some practices that are less visible but no less detrimental to their development, such as early severing of family ties and loss of social and cultural connections. All these risks need to be taken into account when organizing sporting activities for children.

When the documents of Council of Europe are concerned, particularly important is the **European Sport Charter** dating from 1992, as the recommendation of the Committee of Ministers of the Council of Europe to the State parties. It emphasizes the issues related to young people in sport and recommends to the State Parties to undertake the measures “to ensure that all young people have the opportunity to receive physical education instruction and the opportunity to acquire basic sports skills”, as well as “to ensure that everyone should have the opportunity to take part in sport and physical recreation in a safe and healthy environment”. Ergo, the Charter insists not only that the conditions for sporting activities should be provided, but also that the environment for such activities should be safe and healthy. Even though it does not include separate provisions that pertain to providing protection of children engaging in sports, it still envisages the creation of a more favourable climate for children in sport and providing education in sports ethics for pupils, from primary school onwards, as essential bases of sport.

Code of Sport Ethics¹⁰ is a document particularly important for the field because it states the aims and specific tasks of all the actors in sport in order for the fair play in sport to be ensured. If we refer to the definition of fair play provided in the Code, which should serve as the basis for the

9 The contracting authority which supervises i.e. constantly monitors the advances in implementation of the Convention and its Optional Protocols. This supervisory body was established by Article 43 of the Convention. Committee is comprised of independent experts of high moral values and recognized professional status in the field covered by the Convention and Optional Protocols.

10 Recommendation no. R (92) 14 REV of the Committee of Ministers of the Council of Europe to the State Parties on the revised Code of Sport Ethics (adopted by the Committee of Ministers on September 24th 1992, on the 480th meeting of the Deputy Ministers and revised on their 752nd meeting on May 16th 2001).

protection against adverse events in sport, it states that fair play “covers such notions as friendship, respect for others and the sporting spirit... involves the elimination of cheating, bending the rules, doping, abuse of food additives, physical and verbal violence, the harassment and sexual abuse of young people and women, trafficking in young sportsmen and women, discrimination, exploitation, unequal opportunities, excessive commercialisation and corruption”. The code pays particular attention to children and youth in sport. Pertaining to the protection against violence, it provides the following recommendations to sports associations:

(1) They must provide the measures within the context of the overall framework of support and protection and protect children, young people and women against sexual harassment and abuse and exploitation, especially children showing early signs of exceptional talent;

(2) They must ensure that all the members or associates of organisations with responsibilities to children and young persons have the necessary qualifications for their guidance, training and coaching and especially to understand the physical and psychological changes that accompany children’s maturing process.

National Legal and Strategic Network for the Prevention of and Protection of Children against Violence in Sporting Environment

The Right of the Child to Be Protected from All Forms of Violence, Abuse and Neglect — Legislative Framework

By adopting the Law on Ratification of the United Nations Convention on the Rights of the Child, the state has committed to undertake the measures of prevention of violence and protection of children against all forms of violence in the family, institutions and wider social environment. In the context of ensuring full implementation of this commitment, the Republic of Serbia has adopted/amended a number of laws from different fields, while the system of coordinated protection was established by the General Protocol on the Protection of Children against Abuse and Neglect.¹¹

The fundamentals of protection of children from abuse and neglect in the family (domestic violence) are defined in Criminal Code¹², Family Law¹³ and Social Care Law¹⁴. Criminal Code incriminates specific forms of abuse and neglect, as well as violent behaviour, while the Family Law provides the protection of children through the institute of withdrawal of parental right and a set of special measures of protection against domestic violence.

System laws in the relevant fields regulate the protection in the corresponding fields. Thus the Law on the Fundamentals of Education and Instruction System¹⁵ introduces full prohibition of any form of violence against children, as well as reinforced prohibition of discrimination in educational institutions. A bylaw was adopted in order to provide better operationalization of the aforementioned legislative norms — Regulations on the Protocol of Action in Institutions in Response to Violence, Abuse and Neglect.¹⁶

11 See: General Protocol on the Protection of Children against Abuse and Neglect & Model Protocol on the Protection of Children and Youth against Violence in Recreational and Sporting Activities

12 “Official Gazette of the RS” no. 85/2005, 88/2005 —corr, 107/2005 —corr, 72/2009, 111/2009 & 121/2012

13 “Official Gazette of the RS” no. 18/2005 & 72/2011

14 “Official Gazette of the RS” no. 24/2011

15 “Official Gazette of the RS” no. 72/2009, 52/2011 & 55/2013

16 “Official Gazette of the RS” no. 30/2010

Social Care Law envisages full protection of the child beneficiaries of services in the process of using those services. The Ministry authorized for the affairs in social policy adopted in 2012 the Regulations on Prohibited Actions of Social Care Professionals¹⁷ which clearly states all forms of abuse (physical, emotional, sexual), neglect and exploitation of children with disabilities and all other beneficiaries, which are prohibited and subject to strict punishment.

Primary task of the police as a state agency is to protect the rights and freedoms of all citizens, i.e. prevention of crime (Law on Police¹⁸). In accordance with legislative framework, the police is obliged to investigate the cases of abuse and neglect of children, as well as to undertake all the necessary actions in order to prevent the violence against them. The Ministry of Interior adopted in 2006 the Special Protocol on Conduct of Police Officers in Protecting Minors from Abuse and Neglect which was amended in 2012.

The law on Sport¹⁹ includes the prohibition of discrimination, general prohibition of exposing athletes to the sporting activities that may jeopardize or compromise their health, as well as explicit prohibition of doping. It does not include specific provisions on protecting children in sport, but the spirit of the law and the aforementioned provision make it clear that the commitment to providing a safe environment for the sporting activities of children does exist. The legislation that pertains directly to sport lacks the provisions that would immediately and unequivocally deal with the obligation of enhanced protection of children in all situations that the relevant literature identifies as the situations of violence or of increased risk of harm to the child/young athlete.

Established Strategic Directions and Priorities

Building of strategic framework for the protection of children against abuse and neglect was initiated by the adoption of the National Action Plan for Children (2004) by the Government of the Republic of Serbia.

The next important step was the adoption of the National Strategy for the Prevention and Protection of Children from Violence (2008) and the Action Plan for its implementation. The Strategy has two general strategic aims (1) development of safe environment in which every child will be protected from all forms of violence, and (2) establishment of the national system of prevention of violence and protection of children from all forms of abuse, neglect and exploitation.

In the field of sport there are two important directions that facilitate the development of the protection of children and youth. The first is aimed at developing general conditions for children's and youth's practicing of sports, which implies safe environment. Thus the Strategy of Sports Development 2009-2013 was based on a few strategic notions, out of which we single out the notion that participation of children and youth in sporting activities is prerequisite for their physical and mental development, and the notion that no personal characteristic of a child may constitute an obstacle in his/her engagement in sport. The Strategy is based on international documents, including those that directly pertain to violence, primarily the Code of Sport Ethics.

The second direction of action pertains to the issue of unbecoming and violent acts at sport events. In 2013, the Strategy of Combating Unbecoming Acts on Sport Events for the period from 2013 through to 2018 was adopted together with the Action Plan for its implementation.

17 "Official Gazette of the RS" no. 8/2012

18 "Official Gazette of the RS" no. 101/2005, 63/2009 — Decision & 92/2011

19 "Official Gazette of the RS" no. 24/2011 & 99/2011

General Protocol on the Protection of Children from Abuse and Neglect and Model Protocol on the Protection of Children and Youth from Violence in Recreational and Sporting Activities

National Action Plan for Children, the strategic document that the Government of the Republic of Serbia adopted in February 2004, defines the country's general policy towards children up until 2015. This plan stipulates, as one of its specific aims, the establishment of efficient, operative, multi-sectoral network for the protection of children from abuse, neglect, exploitation and violence. In order for the aforementioned aim to be realized, the design of the General Protocol on the Protection of Children from Abuse and Neglect had been envisaged, and Serbian Government adopted it in 2005. Subsequently, the authorized ministries also adopted Special Protocols.

General Protocol was adopted because it was "essential for the society to have a system able to recognize the children who survived or are exposed to abuse and neglect and to ensure an applicable, quick and coordinated procedure for the protection of the child from further abuse and neglect, enabling child's future unhindered development".

Basic principles of the Convention on the Rights of the Child were integrated into the General Protocol. The General Protocol affects all children, without discrimination, regardless of their family status, ethnicity or any other social or individual characteristic of the child (race, colour, sex, language, confession, nationality, mental, physical or other specificity) or his/her family. Central part of the General protocol is procedure, or **Process of Protection**, as it is called in the General Protocol itself. The General Protocol assumes that each system which the child may enter and which has its potential role in prevention of the violence towards children has its scope of authority in this respect, while the aim of the Protocol is to facilitate efficient integration and coordination of each of these systems' efforts.

The body that coordinates the process of protection under the General Protocol is centre for social work, as the basic agency for the protection of children which simultaneously acts as the guardianship authority.

Every process of protection, according to the Protocol, includes the following phases:

- ▶ Identification of cases of abuse and/or neglect;
- ▶ Reporting to the competent authority or agency;
- ▶ Assessment of risk, condition and needs of the child (and family);
- ▶ Planning the services and measures for the protection of the child.

The Protocol also includes a separate chapter on **Emergency Intervention**. The agency that first made contact with the child, on the basis of the assessment that the life and health of the child are undoubtedly jeopardized, i.e. that there are circumstances that indicate that the child's life and health may be in serious danger, initiates the action to ensure the child's safety and immediately informs the Centre for Social Work which further coordinates the activities in the next 24 hours.

Model Protocol on the Protection of Children and Youth in Recreational and Sporting Activities is fully based on the General Protocol and thus it fully corresponds to the already established system of child protection.

MODEL PROTOCOL ON THE PROTECTION OF CHILDREN AND YOUTH FROM VIOLENCE IN RECREATIONAL AND SPORTING ACTIVITIES

Introduction

The Convention on the Rights of the Child guarantees to children and youth²⁰ the right to play and participate in recreational activities suitable for their age. Sporting and sports related organizations, institutions or groups of individuals have their responsibilities and roles in providing safety and adequate conditions for unhindered recreational and sporting activities of children and youth, as well as to provide protection (prevention and intervention) against all forms of violence. Sporting activities under this Protocol includes all forms of physical and mental activity which, through spontaneous or organized participation, have the aim of expression or improvement of physical fitness and spiritual wellbeing, i.e. creation of social relations and achievement of results on competitions of all levels.

Necessary precondition for implementation of this Protocol is the coordinated activity of the authorized ministries (for the fields of sport, education, health, social care, information, internal affairs and judiciary), authorized secretariats and other bodies of local self-governments, Olympic Committee of Serbia, Paralympic Committee of Serbia, Sport Association of Serbia and its members.

Protocol for the Protection of Children and Youth from Violence in Recreational and Sporting Activities pertains to the protection of the children and youth that engage in recreational and sporting activities:

- ▶ In sporting organizations — clubs, sport associations, sport “schools”;
- ▶ In kindergartens (physical activities) and schools (physical education classes, extracurricular sporting activities, sport meetings and competitions) for the activities organized and facilitated by the employees of these institutions;
- ▶ In kindergartens and schools for the activities organized and facilitated by third parties under a different type of contract with these educational institutions;

Employees of kindergartens and schools undertake the activities, as well as the measures of prevention and intervention in accordance with the Rulebook on Protocol of Response to Violence, Abuse and Neglect, while they undertake preventive measures in accordance with this Protocol.

In the cases of violence under item 1 and 3, it is intervened in accordance with this Protocol.

THE VALUES ADVOCATED BY THIS PROTOCOL ARE: HUMANITY, NON-VIOLENCE, PEACEFUL SOLUTION OF CONFLICTS, RESPECTING DIFFERENCES AND SPECIFICITIES, UNDERSTANDING, COOPERATION, SAFETY, DEDICATION OF THE ENTIRE SOCIETY, COMPETENCE IN ORGANIZING AND FACILITATING RECREATIONAL AND SPORTING ACTIVITIES WITH CHILDREN AND YOUTH

²⁰ The term children and youth pertains to the children and youth of preschool and school age.

General aims:

- ▶ Protection of children and youth from all forms of violence in recreational and sporting activities;
- ▶ Strengthening of educational role of sport in developing positive social values in children and youth and promoting educational potential of recreational and sporting activities on all levels.

Specific aims:

- ▶ Building competences (knowledge, skills and opinions) of sport professionals and experts, as well as PE instructors and expert associates for physical education in protecting children and youth from violence in recreational and sporting activities,
- ▶ Developing awareness of parents with respect to the role that sport has in bringing up children and youth with their best interest in mind;
- ▶ Providing equal opportunities for the inclusion of all children and youth in recreational and sporting activities;
- ▶ Harmonization of the programmes of sport and club schools that provide recreational and sporting activities with the regular school curricula;
- ▶ Creation of recreational and sporting programmes for children and youth in accordance with their developmental characteristics, and with the priority of health, safety and wellbeing of children and youth;
- ▶ Incorporation of the fair play principle into recreational and sporting activities;
- ▶ Providing safe environment for recreational and sporting activities on the level of local and regional communities;
- ▶ Developing personal responsibility for the promotion and implementation of the values advocated by this Protocol.

Specific Aims of Prevention

- ▶ Inclusion of all actors (both responsible and interested ones) in preparation, development and implementation of preventive activities and measures;
- ▶ Inclusion of media in promotion of preventive activities;
- ▶ Informing general public on preventive activities;
- ▶ Monitoring of the effect of recreational and sporting activities on physical and psychological development of young athletes.

Specific Aims of Intervention

- ▶ Defining the measures of intervention (undertaken actions and measures);
- ▶ Planning of protective activities and measures;
- ▶ Monitoring and recording forms and frequency of violence among and towards children and youth in recreational and sporting activities;
- ▶ Assessment of efficiency of the undertaken actions and measures.

Definition of Violence

Under this Protocol, violence is defined as any behaviour transgressing the rules of the concrete sport which harms the child or the group of young athletes and leads to actual or potential damage to child's health, development or dignity, i.e. every form of neglect, abuse and exploitation of young athlete.

The acts that are particularly taken to be violent are:

- ▶ Employing physical force transgressing the rules of sport and other actions that compromise or may compromise child's physical integrity, health or development such as: hitting, kicking, pushing, slapping, pulling hair, strangling, throwing, targeting, assault and threat with arms, poisoning, burning, spilling boiling or ice cold water, deprivation of food, water or sleep; corporal punishment or other forms of physical punishment; forcing to high-risk activities in extreme conditions that cause or may cause harm; using additional physical exercise as punishment; demanding that athletes participate in competition regardless of their injury; not allowing adequate rest; referral, instruction and forcing to use doping and performance enhancement substances; introduction of nutrition regime that causes or may cause eating disorder such as anorexia, or other health problems.
- ▶ Behaviour that leads to momentary or lasting risk to psychological and emotional health or development and dignity of young athlete, such as: any behaviour that includes vilification, labelling, ignoring, insulting, blackmailing, calling derogatory names, gossiping, mocking, extorting, manipulating, threat, intimidation, limitation of movement, as well as other forms of hostile behaviour, pressure to achieve better results that are not in line with the adopted training standards, or with physical, psychological and developmental characteristics of young athletes at a certain age, pressure to use alcohol or drugs by coach, management or other athletes, using alcohol or tobacco products in the premises used by young athletes.
- ▶ Sexual abuse — lascivious comments, labelling, spreading rumours, touching (except as help, or protection during training and/or performance of any sporting element of technique or tactics in any sport branch), sending messages, taking photographs, phone calls, etc.; Encouraging or forcing young athletes to participate in sexual activities, either contact sexual activities (sexual intercourse, sexual touching, etc.) or contactless activities (exposure to sight, exhibitionism, etc.); demanding sexual favours as precondition for the selection into team or other privileges; sexually degrading rites of passage and other acts of inclusion of the young athlete into sexual activity that he/she fails to fully comprehend, does not accept and/or is not able to agree to, and which has a purpose to provide pleasure to or satisfy the needs of other person.
- ▶ Inclusion of a child into inadequate training process or competitive activities, where inadequate training process and competitive activities includes those types of training or competition that leads to dysfunction of organism due to physical or mental strain and social pressure; training process or competitive activities that are not adequately adjusted to the current functional abilities of the athlete, or developmental characteristics of the young athlete, and/or does not have timeframe adjusted to school obligations of children and young athletes, maladjustment of training activities to school obligations; inadequate conditions for implementation of training process or competitive activities that may lead to young athletes' compromised health; pressure to achieve better results as opposition to adopted training standards, or physical, psychological and developmental characteristics of young athletes at a certain age.

Under this Protocol neglect of a child implies failure by a person having responsibility for the child (coach, or other person responsible for the child on either short or long term basis) to facilitate

the child's development in all aspects: health, education, emotional development, nutrition, accommodation and safe living conditions, which is highly likely to jeopardize, or is actually jeopardizing child's health, or his/her physical, psychological, emotional, spiritual, moral or social development. This includes failure to perform regular supervision and provide protection of the child from injuries, as much as possible.

The Protocol also refers to those violent acts that constitute exploitation of the child, be that labour, sexual, talent or any other type of exploitation of a young athlete.

Levels of Violence

In order to have more precise and uniform practice, forms of violence are divided into three levels depending on the gravity of consequences they have. Intervention in case of violence will depend on the level to which perceived/reported violent act belongs to.

First Level Violence

The first level violence includes:

- ▶ All forms of neglect
- ▶ Hitting, pinching, pushing, scratching, targeting, pulling hair, biting, tripping, kicking, fouling and destruction of property with no consequences except for momentary discomfort, i.e. compromising of the child's physical or psychological integrity.
- ▶ Vilification, insults, mocking, calling derogatory names, cursing, labelling, imitating, insinuating, heckling and sexually insinuating heckling, mocking, exclusion from a group or common activities, favouritism based on difference, spreading rumours, lascivious comments, sexually insinuating gesticulation, sending abusive messages and placing abusive calls via electronic means of communication.
- ▶ Incongruence of the training activities with school obligations, as well as inadequate conditions for training and competition which may compromise the health of young athletes. Selection of children and youth maladjusted to the young athletes' age, or not based on quality but adjusted to the interests of individuals and groups.
- ▶ Using alcohol or tobacco products in the premises used by young athletes.

Second Level Violence

The second level violence includes:

- ▶ Hitting, pushing, scratching, targeting, pulling hair, biting, tripping, kicking which has short-term physical consequences (pain); spilling boiling or ice cold water, deprivation of food, water or sleep; corporal punishment or other forms of physical punishment; forcing to high-risk activities in extreme conditions that cause or may cause harm; using additional physical exercise as punishment; demanding that athletes participate in competition regardless of their injury; not allowing adequate rest; referral, instruction and forcing to use doping and performance enhancement substances; introduction of nutrition regime that causes or may cause eating disorder such as anorexia, or other health problems; pressure to use alcohol or drugs by coach, management or other athletes.
- ▶ Inclusion of a child into inappropriate training process or competitive activities.
- ▶ Limiting freedom of movement, as well as other forms of hostile behaviour, pressure to achieve better results incongruous with the adopted training standards.

Third Level Violence

The third level violence includes:

- ▶ First and second level behaviours that become frequent and/or happen during a prolonged period of time, are organized by a greater number of participants, or induce more serious consequences than what might be customary for these forms of behaviour.
- ▶ Encouraging or forcing young athletes to participate in sexual activities, either contact sexual activities (sexual intercourse, sexual touching (which does not include touching as help, or protection during training and/or performance of any sporting element of technique or tactics in any sport branch), etc.) or contactless activities (exposure to sight, exhibitionism, etc.); demanding sexual favours as precondition for the selection into team or other privileges; sexually degrading rites of passage and other acts of inclusion of the young athlete into sexual activity that he/she fails to fully comprehend, does not accept and/or is not able to agree to, and which has a purpose to provide pleasure to or satisfy the needs of other person; assault and threat with arms, poisoning, burning; referral, instruction and forcing to use doping and performance enhancement substances; forcing to high-risk activities in extreme conditions that cause or may cause harm; introduction of nutrition regime that causes or may cause eating disorder such as anorexia, or other health problems.
- ▶ Training process or competitive activities that constitute serious risks to health of children and youth.
- ▶ All forms of child exploitation.

Organization of Prevention and Intervention Activities to Protect Children and Youth From Violence

Sport organizations that have more than 20 employees/engaged persons will establish a **Team for the Protection of Children and Young Athletes from Violence** in recreational and sporting activities. The team consists of: one person from the organization's management, one parent and one psychologist. In case the organization does not have a psychologist, it is obliged to outsource one from the local community.

The team undertakes acts of intervention upon the order of the authorized person of the organization. The team propose preventive activities to the authorized person of the organization and association.

The parents' representative in the team is elected by the parents of young athletes who have been members of the organization for more than six months. The organization is obliged to inform the parents on the team, its membership and responsibilities, as well as to facilitate the election of the parents' representative and his/her deputy. More detailed procedure for the election of parents for the team is regulated by the organization in consultation with the parents.

Municipal Teams for the protection of Children and Young Athletes from Violence in Recreational and Sporting Activities are founded on the level of municipal associations. Municipal team consists of: one person from the management of the association, one parent of the child/youth athlete and one psychologist. This team is competent for those organizations that do not have envisaged number of employees/engaged persons to found their own teams, as well as for institutions when the act of violence is reported directly to municipal sport association.

Parents' representative for the team and his/her deputy are elected when each sporting organization active in municipality delegate one parent as their representative and these parents elect their

representative and his/her deputy on a meeting. More detailed procedure for the election of parents for the team is regulated by the association.

Preventive activities are implemented in accordance with the **Plan for the Protection of Children and Youth from Violence** which each organization or association needs to develop as the integral part of their annual operation plan, and which is adopted in accordance with the procedure and within the framework intended for the annual operation plan. This plan includes the names of the members of the Team for the protection of children and young athletes from violence, as well as the plan of the activities of strengthening their competences.

Authorized person of organization, or association is responsible for both preparation and implementation of the plan.

Branch associations, as well as the Sport Association of Serbia may found their own teams to plan and implement preventive activities. Membership and responsibilities of the teams are regulated by the associations individually, in accordance with this Protocol, its aims and principles.

Plans for the protection of children and young athletes from violence (in recreational and sporting activities) are also developed by every educational institution, as the integral parts of their Annual Plan for the protection of children and pupils from violence in educational institutions.

Penalties for the Acts of Violence

Sporting organizations are obliged to prescribe and implement the penalties for violent behaviour. Obligations and penalties are prescribed by organizations in their general acts, or agreements concluded with the engaged persons (sport professionals and sport experts or athletes). Penalties for the third level violence should include cessation of the engagement, i.e. prohibition of membership and participation in the activities of sporting organization.

Evaluation of the Protocol Implementation

The plan of activities is stipulated by the Plan for the Protection of Children and Youth from Violence in Recreational and Sporting Activities, while monitoring and evaluation (assessment) of the adequacy of the planned and implemented measures, including deadlines and reassessments, are operated through the reports on the plan's implementation.

The purpose of evaluation process is the insight into the state of security of children and youth, as well as of their development, in relation to the expected and planned outcomes, with the aim to promote the activeness of children and youth i.e. increase in their organized physical and sporting activities, improvement of their health status, and satisfying the need of children and youth for play and physical activity.

Evaluation shall be performed based on the standard for implementation of recreational and sporting activities for children and youth, established on the national level, and in accordance with the Report on the Protocol implementation (becoming the integral part of the regular reports). Evaluation shall be implemented on three levels:

- ▶ **The First Level Evaluation:** includes the reports submitted by branch associations directly to the authorized ministry, Olympic Committee of Serbia (for the Olympic sports) and Sport Association of Serbia (for non-Olympic sports), which involves evaluation of the results and measures for the development of children's and young athletes' safety implemented directly by the aforementioned bodies.

- ▶ *The Second Level Evaluation:* pertains to the level of implementation and supervision of implementation of the Protocol on the level of the autonomous provinces.
- ▶ *The Third Level Evaluation:* shall pertain to the reports by territorial sport associations on operation of their member organizations.

Evaluation needs to include rate of satisfying child's health and developmental needs, needs for movement, physical exercise and playing, changes in opinions and behaviour of parents, changes in opinions and behaviour of sport professionals and experts as implementers of sporting activities, changes in the value system in relation to the importance of physical exercise for children's health, as well as changes in the value system in relation to supreme sport achievements.

Depending on the results of evaluation, the decisions shall be taken on further protective measures for children and youth in recreational and sporting activities. The results of evaluation should indicate whether the child's environment is a safe one, as well as whether sport organizations and institutions are capable of securing the conditions for safe and unhindered physical and psychological development of a child/young athlete.

Supervision of the Protocol Implementation

Obligation of all the holders of public authority, is to envisage in the agreements that they sign with the beneficiaries of the budget funding for realization of sporting activities, the obligations of beneficiaries to implement the Protocol on the Protection of Children and Youth from Violence in Recreational and Sporting Activities and acquainting of parents and public with the details of this Protocol.

The Law on Sport defines two types of supervision of sporting organizations' operation:

- ▶ Managing supervision — performed by sport inspectors
- ▶ Expert supervision in the field of sport — performed by renowned sport experts

The both types of supervision will have the task to control the implementation of the Law on Sport, as well as accompanying bylaws, with respect to the protection of children and youth from violence.

All the actors in the sport system vertically (the ministry authorized for sport affairs, provincial secretariat for sport, local self-government units and sporting organizations) will be obliged to harmonize their acts which regulate their internal organization with the obligations stipulated in the Protocol and identify obligations and responsibilities of all the participants in sport in accordance with this Protocol. In amending the acts, the introduction of the institution of withdrawing working permit for the sport professionals and experts in case they breach the Protocol provisions on acts of serious violence (third level), needs to be secured.

In case sporting organizations should ignore their obligation to implement the Protocol, penalties are imposed by the competent authorities (the Ministry, LSGs and associations) through suspension of funding, but also through implementation of other penalties (penal policy) which shall be prescribed by the competent Ministry and the aforementioned bodies.

All the quarterly reports on realization of activities, submitted in accordance with the Law on Sport to the Ministry, LSGs, Olympic Committee of Serbia, Sport Association of Serbia, Paralympic Committee of Serbia, territorial sport associations and national branch associations, should in the future also include report on implemented activities and assessment of the Protocol's implementation.

Preventive Activities in Sport for Children and Youth

Preventive activities constitute a set of measures that has the aim to create a safe and stimulating environment, nurturing the atmosphere of cooperation, respect and constructive communication, without violence towards children and youth in recreational and sporting activities.

The activities are primarily aimed at developing and strengthening of the existing capacities within sport organizations, educational institutions and LSGs in general, for the establishment and maintenance of the safe environment for recreational and sporting activities of children and youth. Application of preventive measures should contribute to elimination of discrimination, development of tolerance and fair play.

Highly important is also the active engagement of parents and all adults working with children on implementing preventive and protective activities for children and youth in recreational and sporting activities.

Preventive activities from this Protocol are realized through connecting with other systems in the local community: Sport Association of Serbia and its members, Olympic Committee of Serbia, Paralympic Committee of Serbia, branch sport associations, associations of sport referees and other sport professionals, journalists, parents, municipal/city secretariat for sport/association for sports in schools which organize school sporting competitions, etc.

All sporting organizations are obliged in their plans to envisage as many preventive activities proposed by this Protocol as possible, with respect to employees/engaged persons, children and parents. The planned activities need to be an integral part of the Plan of Protection of Children and Youth in Recreational and Sporting Activities. All branch associations, as well as city and municipal sport associations will pay particular attention in their plans to stimulating such activities of sporting organization.

Preventive Activities that May Be Implemented by Sport Associations:

- ▶ Analysing, monitoring and implementation of international and national standards in organizing institutional mechanisms of combating violence in sport;
- ▶ Non-discriminative behaviour in relation to children and youth of different predispositions and capacities;
- ▶ Designing the plan for the development of preventive measures;
- ▶ Implementation of education programmes for children and youth on the consequences of violence in sport;
- ▶ Cooperation with the schools attended by sporting organizations' members;
- ▶ Announcing clear instructions on what is taken to be ethical behaviour in sport and recreational activities (in accordance with the ethical rules of the International Olympic Committee and European Code of Sport Ethics) and to ensure the implementation of corresponding awards and penalties;
- ▶ Securing that all the decisions are taken in accordance with the code of ethics;
- ▶ Realization of different activities for the improved understanding of the importance of fair play (organizing campaigns, preparation of educational and informative materials, etc.);
- ▶ Implementation of education programmes for sport fans and fan groups on consequences of violence in sport;

- ▶ Monitoring, analysing and undertaking measures against the occurrence of violence at sport events;
- ▶ Recording and analysing of the incidents breaching the sports ethics and undertaking measures for the suppression of their occurrence;
- ▶ Ensuring adequate qualifications and training for sport professionals and experts to be able to work with children and youth;
- ▶ Developing and implementing the system of competitions which takes into account developmental phases of children and youth, and respect biological and psychological changes related to their maturing;
- ▶ Ensuring protective measures in the context of the entire framework of support to and protection of children and youth, and especially prevention of exploitation of children and youth, particularly of those demonstrating extraordinary capabilities;
- ▶ Giving priority to health, safety and best interest of children and young athletes over the aspirations of their clubs;
- ▶ Cooperation with the media in order to promote fair play fan support and behaviour;
- ▶ Creating plans and programmes for continuous conducting of training process and competitive activities, to define aims and methods of work for all age categories. Integral part of these plans has to be periodization adjusted to school curricula;
- ▶ Securing necessary conditions for safe and quality work with children and families;
- ▶ Making quality-based and unbiased selection process adjusted to the age of children and youth;
- ▶ Support to publishing activities in promoting fair play fan support in sport events.

Preventive Activities that May Be Implemented by Schools:

- ▶ Securing safe environment for implementation of recreational and sporting activities;
- ▶ Planning preventive activities in this field as a part of the annual Plan for the Protection from Violence in School;
- ▶ Organizing sport presentations, workshops, roundtable discussions with the aim of promoting physical activities as life value, affirmation of sport, cooperation and tolerance;
- ▶ Organizing sporting activities during summer and winter break;
- ▶ Introducing initiative for organizing joint sport activities for different schools in the local community (fair play tournaments, humanitarian tournaments...);
- ▶ Work with pupils and parents pertaining to behaviour in sport events, especially fair cheering;
- ▶ Inclusion of the teachers of other subjects (correlation with art, music and Serbian language...) into the work with the pupils on developing cheering culture;
- ▶ Enabling school gyms to be used in an organized way and free of charge by pupils, upon the conclusion of realization of extracurricular activities;
- ▶ Enabling of free of charge use of sport fields of institution to pupils, upon the conclusion of realization of regular curricular activities;
- ▶ Introduction and implementation of code of ethics in school sports and sporting activities;
- ▶ Informing pupils and parents on the procedure of reacting (intervention) in situations of violence in recreational and sporting activities;
- ▶ Implementation of the fair play principle in organizing training sessions, competitions and sport meetings, tournaments and competitions in school sports;

- ▶ Involvement of famous athletes and sport professionals in sporting activities in schools, sport organizations, youth offices and local communities;
- ▶ Foundation of sport associations and clubs in schools;
- ▶ Stimulating and developing the habit in pupils and parents of attending sport events;
- ▶ Cooperation with LSG, sport centres, sporting organizations and associations in implementation of sport programmes, especially in preschool institutions and the first cycle of primary education.

Preventive Activities Participated in by the Parents:

- ▶ Inclusion of parents in the activities of sporting organization;
- ▶ Acquainting parents with the code of conduct of all the participants in sport events;
- ▶ Acquainting parents with the potential positive and negative consequences that their behaviour may produce in children and youth;
- ▶ Clear and timely informing of parents on the rules of sporting organizations and procedure of intervention in the cases of violence;
- ▶ Inclusion of parents into education on:
 - ▷ Value of sport and importance of the lifelong engagement in sporting activities;
 - ▷ Respect for coach, referee, delegates and athletes;
 - ▷ Importance of fair play;
 - ▷ Behaviour in sporting events, fan support and other issues important for the protection of children and youth from violence.

Preventive Activities of Media:

- ▶ Promoting proper values and the role of sport and recreational activities;
- ▶ Promotion of high quality work with children and youth, i.e. quality sporting organizations and quality sport professionals that work with children and youth;
- ▶ Negative or no promotion of violent behaviour at sport events;
- ▶ Using media's capacities to promote fair play fan support at sport events;
- ▶ Cooperation of professional associations, editors, sport journalists and representatives of sporting organizations with the aim to prevent violence at sport events;
- ▶ Professional development of journalists pertaining to all types of violence at sport events;
- ▶ Media support to the creation and implementation of the policy of non-violence in sport;
- ▶ Strengthening liability of journalists to objectively and responsibly report about sport events.

Intervention in Case of Violence

Actions of intervention are based on the principles and procedure of protection and reaction to violence defined by the General Protocol for the Protection of Children from Abuse and Neglect and harmonized with the special protocols within the systems of education, health care, judiciary and internal affairs.

Procedure of intervention for sporting organizations is implemented accordingly in the cases when the procedure includes municipal protection team as support to the authorized person of the sporting organization with no obligation to found a team of its own.

EACH INSTANCE OF THE THIRD LEVEL VIOLENCE IS NECESSARILY REPORTED TO THE COMPETENT PUBLIC ATTORNEY'S OFFICE, POLICE AND CENTRE FOR SOCIAL WORK.

I Procedure of intervention in cases of violence or suspected violence **AMONG CHILDREN/ YOUNG ATHLETES** participating in the activities of the sporting organization (regardless of the fact whether the violence occurred within the activities organized by the organization, or in the facilities that they used for sport).

1. DETECTION OF VIOLENCE AND INITIATION OF INTERVENTION PROCEDURE

*When violence is **immediately perceived** the following activities should be undertaken:*

- 1.1 The violence is stopped — present adult, on one's own or with the help of others, puts a stop to violence, while the parents are being informed.
- 1.2 Ambulance is called, if necessary, or the child/young athlete is provided timely and adequate medical care in some other way.
- 1.3 The third level violence is simultaneously reported to the CSW, competent public attorney's office and police in case of a suspected crime — **urgent intervention**.
- 1.4 The activities are undertaken to calm the situation down.
- 1.5 The person who personally witnessed an act of violence is obliged to make an official record and inform authorized person of the sporting organization.

Upon the reporting of violence, i.e. when there is reasonable doubt that violence did occur:

CHILDREN AND PARENTS, OR ANY OTHER PERSON MAY REPORT PERCEIVED OR ENDURED VIOLENCE ANONYMOUSLY, ORALLY OR IN WRITING TO THE COACH, OR OTHER PERSON IN SPORTING ORGANIZATION. THE PARENTS OF THE CHILD THAT ENDURED VIOLENCE, AS WELL AS OF THE CHILD WHO WAS VIOLENT, ARE CONSULTED, TIMELY INFORMED ON ALL EVENTS AND MEASURES BEING UNDERTAKEN, HAVING IN MIND THE BEST INTEREST OF THE CHILD. SIMULTANEOUSLY, EACH CHILD HAS A RIGHT TO PRIVACY AND CONFIDENTIALITY IN RELATION TO OTHER CHILDREN AND PARTICIPANTS IN RECREATIONAL OR SPORTING ACTIVITIES. INFRINGEMENT OF ONE'S RIGHT TO PRIVACY AND CONFIDENTIALITY SHOULD BE PENALIZED THROUGH RULES AND DISCIPLINARY LIABILITY, AND, IF NECESSARY, REPORTED TO THE COMPETENT AUTHORITIES.

Every person in sporting organization (employed or engaged on some other basis) is obliged to forward the report of violence, or to inform the authorized person of the organization about the report/suspicion of violence. In case an act of violence was reported orally, an **official record** needs to be made.

2. GATHERING DATA, RISK ASSESSMENT AND INITIATION OF APPROPRIATE ACTIONS

2.1 Initial Risk Assessment

Upon gaining knowledge about an act of violence, authorized person, in case of the first level violence, shall talk to the actors personally, or order the Team members to make necessary conversations, ascertain the circumstances and make internal and, if necessary, external consultations on further steps that need to be taken.

Upon gaining knowledge about an act of the second or third level violence, the authorized person will make consultation with the Team, which will be followed by collecting data necessary for the child's/young athlete's risk assessment and adoption of one of the envisaged decisions under the General Protocol.

2.2 Decision on Further Action

Adopted after the risk assessment has been made within the sporting organization:

2.2.1 Urgent intervention — filing of urgent complaint with the locally competent CSW and police station — when it has been assessed that the urgent measures are required in order to protect the child (the third level violence when it has been assessed that there is an immediate danger to the child's/young athlete's life or health). This complaint is filed **immediately after** the need of urgent intervention has been identified. In case of a doubt that *a crime was committed* against the child/young athlete, a criminal complaint is also filed with the public attorney's office.

2.2.2 Filing a regular complaint with the locally competent CSW — for the acts of the third level violence (possibly second) where no urgent intervention is required, or when there are no capacities within the organization/association to make a more precise risk estimation and adequately react to violence, the complaint is filed with the competent CSW as soon as possible and no within two working days.

In case of a doubt that *a crime was committed* against the child/young athlete, in addition to the complaint with the competent CSW, a criminal complaint is also filed with the public attorney's office.

Decision on undertaking protective measures is simultaneously adopted (see section 2.2.3) and these are internally implemented by the organization.

2.2.3 Decision on undertaking protective measures and postponement of reporting to other competent authorities

In case it has been concluded that the risk to a child is not high and that the sporting organization has capacities to put a stop to and prevent recurrence of the perceived violence (the first and second level violence) on its own, the reporting to competent authorities is being postponed.

When the reporting of violence is being postponed after the risk assessment has been made, **the decision on undertaking protective measures** is adopted, and it at least must include:

- ▶ Activities of support to the child who has experienced violence;
- ▶ Penal measures (disciplinary measures) and activities of support to the child who has been violent, in accordance with the rules of the organization;
- ▶ Other measures of peaceful settlement of conflicts in the best interest of the child/young athlete;

- ▶ Preventive measures against the recurrence of violence, if necessary;
- ▶ Timeframe for monitoring of the effects of the undertaken measures.

2.2.4 Decision by which it is concluded that suspicions are not confirmed i.e. that the act of violence never happened

When it has been assessed that the reported act of violence had not happened, the aforementioned decision is being adopted. This decision may incorporate the decision on implementation of preventive activities.

COMPLAINANT MUST BE INFORMED ON ALL THE ADOPTED DECISIONS WITHIN 3 WORKING DAYS FROM THEIR ADOPTION. THE INFORMATION IS PROVIDED ORALLY, WHILE A WRITTEN NOTE ADOPTING THE DECISION MAY BE ISSUED UPON COMPLAINANT'S REQUEST. AUTHORIZED PERSON IS OBLIGED TO ACQUAINT THE COMPLAINANT WITH THE POSSIBILITY OF RECEIVING THE INFORMATION IN WRITING.

3. ENFORCEMENT OF DECISIONS

After the complaint has been filed, further activities of sporting organization in protecting a child/young athlete should be coordinated with the activities of other competent authorities, including active participation in case conference.

Apart from the measures of protecting a child/young athlete, sporting organization is obliged to enforce the measures of disciplinary liability and penal measures towards perpetrator of violence in accordance with the regulations of sporting organization and its agreements.

II Intervention procedure in cases where a child/young athlete is exposed to violence or it is suspected that he/she is exposed to violence by an ADULT person engaged by the sporting organization

The intervention procedure, apart from the aforementioned steps — perception/reporting of violence, risk assessment, adopting corresponding decisions and implementation of the measures of support to the child/young athlete who has experienced violence — which are correspondingly taken, should also necessarily include the following steps:

- ▶ Adoption of the decision on liability of the adult person with enforcement of corresponding penal measures. In case of the acts of the second and third level violence, the decision is taken on the cessation of engagement of that person in accordance with the general acts (decision on cancellation of employment or engagement);
- ▶ The body that issues licenses to professionals is informed on the decision.

III Intervention procedure in cases where a child/young athlete is exposed to violence or it is suspected that he/she is exposed to violence by an ADULT person that is NOT engaged by the sporting organization

In cases when the acts of violence have been committed in the premises used by organization the intervention procedure is implemented in the same way as when a child/young athlete is exposed to violence or it is suspected that he/she is exposed to violence by an ADULT person engaged by the sporting organization, except for the part that pertains to liability of the person under employment or engagement contract, in accordance with the regulations of the sporting organization.

In case the person is in any way connected to the sporting organization (e.g. parent of that or some other child), the decision on penal measures is adopted in accordance with the general acts of the sporting organization.

In cases when the violence was committed outside the premises of the organization (premises used by the organization) and the sporting organization is acquainted with the violent act being committed, the following steps are taken:

- ▶ Consultations are made with the Team for the Protection of Children and Young Athletes from violence in recreational and sporting activities, if necessary;
- ▶ In case the suspicion of violence has been confirmed, the competent CSW is informed and all the available data are provided to them in writing;
- ▶ In case the risk to the child's health or life has been assessed to be high, the case is reported to the CSW **as soon as** the assessment is finished;
- ▶ In case there is a suspicion of a crime, criminal complaint is filed to the competent public attorney's office;
- ▶ The parent is informed on the filed complaints and reports.

***IV* Intervention procedure when act of violence is committed on a sport competition/meeting**

When violence occurs during a competition, the regulations pertaining to organization of such competitions are immediately enforced in order to put a stop to it. When the competition has finished, the sporting organization is obliged to enforce protective procedure as if a complaint of violence has been filed, and to further act in accordance with the intervention procedure.

***V* Cooperation with competent authorities upon reporting of violence**

1. PARTICIPATION IN CASE CONFERENCE

In case violence is reported to CSW, further intervention and protection procedure is coordinated by the CSW, i.e. case manager in accordance with the provisions of the General Protocol (case conference).

Authorized person of sporting organization shall order to one of the Team members, or other person, to further participate in protection procedure — actively participate in the **case conference** organized by the CSW and undertake other agreed steps within the coordinated protection procedure. Communication with the CSW or other actors would include direct communication with the case manager or other person directly involved into the protection procedure, or via mail addressed to the case manager, in order to protect the privacy of the persons involved.

Organization or association shall act on the conclusions of the case conference, or in accordance with the decisions of other bodies, and shall provide necessary support to the enforcement of protection measures implemented as a result of the case conference or court trial.

2. OTHER COOPERATION WITH COMPETENT AUTHORITIES

Organization or association shall submit to competent authorities the data (on the event or other circumstances of the case) on their disposal, sought in accordance with the law, as soon as possible, preferably within three working days.

Diagram of Intervention in Response to Violence
 when it occurred among children/young athletes and when committed
 by an adult person engaged by sporting organization

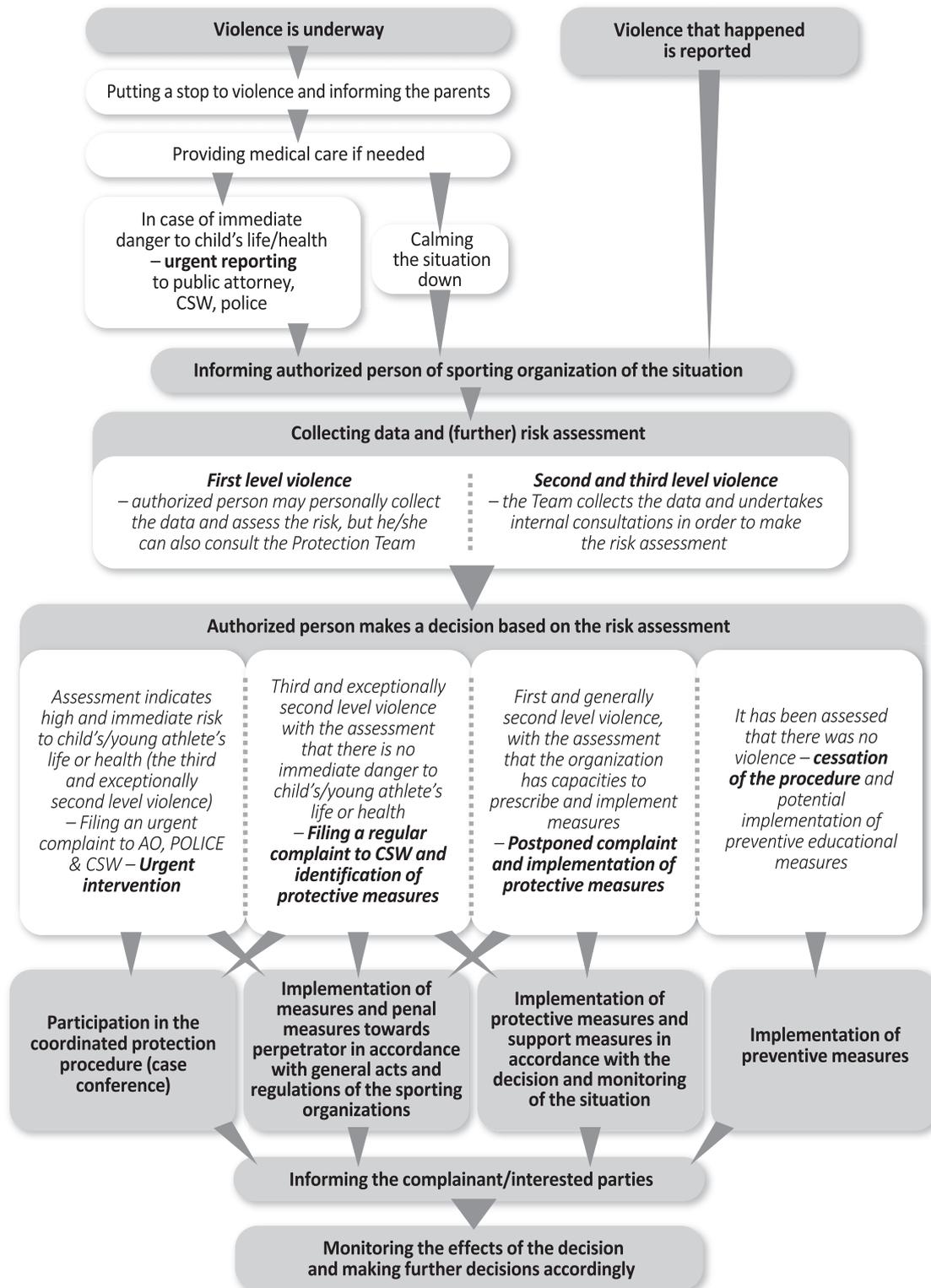


Diagram of Intervention Procedure

when the act of violence was committed by an adult person against a child active in the sporting organization outside the premises used by the organization

