



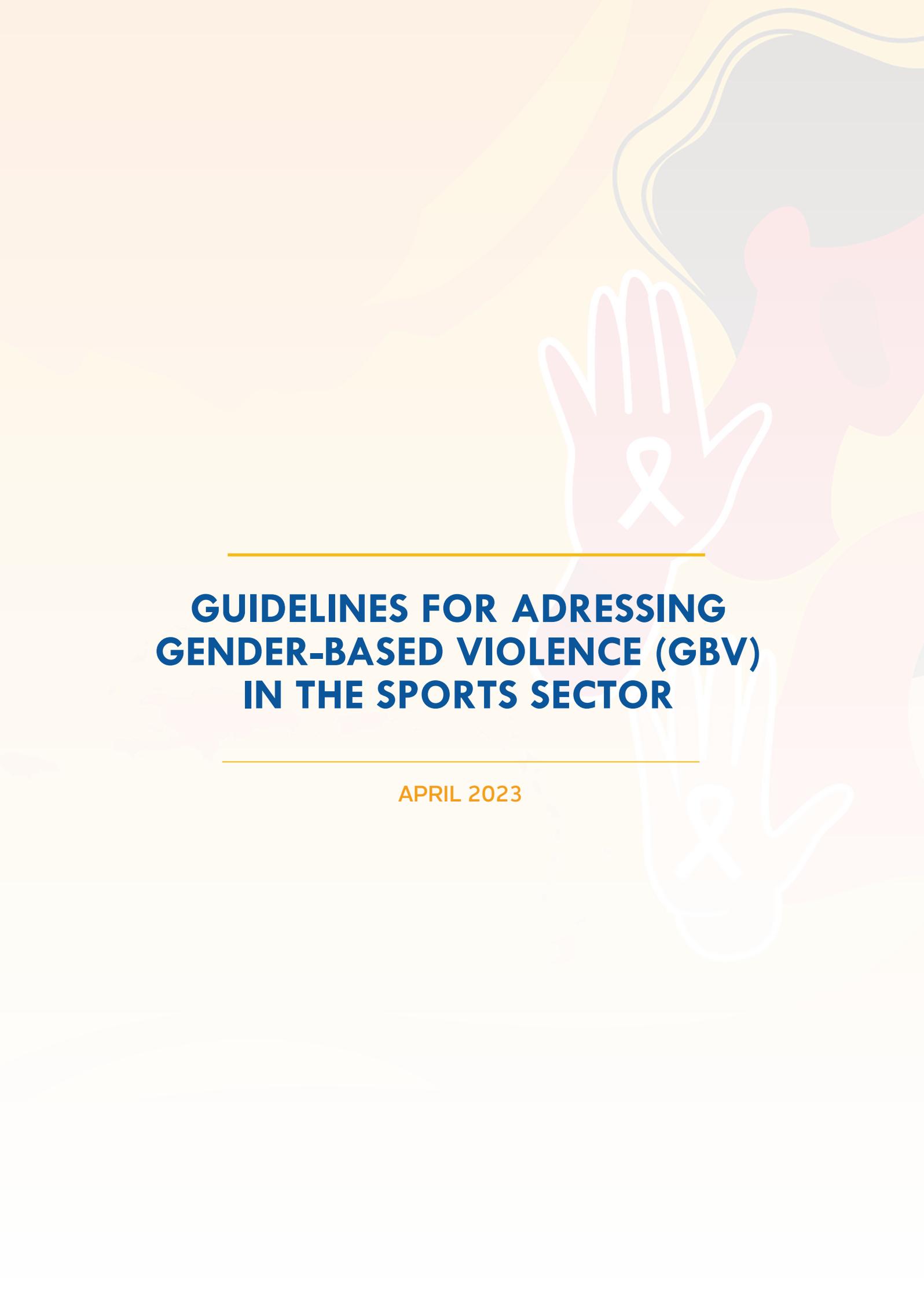
Republic of Rwanda
Ministry of Sports

GUIDELINES FOR ADDRESSING GENDER-BASED VIOLENCE (GBV) IN THE SPORTS SECTOR



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The background features a stylized illustration of a woman's face in profile, rendered in soft, pastel colors (pink, yellow, and grey). Her hands are raised in front of her, with a white ribbon symbol prominently displayed on the palm of her right hand. The overall aesthetic is clean and modern, with a focus on gender equality and violence prevention.

GUIDELINES FOR ADDRESSING GENDER-BASED VIOLENCE (GBV) IN THE SPORTS SECTOR

APRIL 2023

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ABBREVIATIONS AND ACRONYMS

GBV	Gender Based Violence
STDs	Sexually Transmitted Diseases
PTSD	Post Traumatic Stress Disorder
RIB	Rwanda Investigation Bureau
RBA	Rwanda Bar Association
RNP	Rwanda National Police
NPPA	National Public Prosecution Authority
MAJ	Maison d’Access à la Justice
MIGEPROF	Ministry of Gender and Family Promotion
MINISPORTS	Ministry of Sports
MINEDUC	Ministry of Education
EEOC	Equal Employment Opportunity Commission
FBOs	Faith Based Organizations
TRG	Technical Reference Group
CSOs	Civil Society Organizations
LDOPG	Law Determining Offences and penalties in General
UN WOMEN	United Nations Entity for Gender Equality and Empowerment of Women
UNESCO	United Nations Educational, Scientific and Cultural Organization

INTRODUCTION

Gender-Based Violence (GBV) is a very concerning matter that affects human race across the world. It is a violation of human rights and an obstacle to socio economic development. It is a constraint to proper economic participation especially for women and girls as it disproportionately affects them. Women and girls often fall victim to economic, physical, psychological and sexual violence. Rwanda has put in place some laws, policies, and institutions to combat Gender Based Violence. There is the persistent need for organizational cooperation and collaboration so as to attain success in fighting and eventually eradicating this life- threatening issue.

Therefore, the aforementioned commitment by Rwandan Government, in this case through the Ministry of Sports in collaboration with UN WOMEN as a partner entity sought to develop guidelines for Gender-Based Violence (GBV) prevention and response in the sports sector. This GBV guidelines manual is meant to be a user-friendly document, easy to read and understand. It covers the national sports sector in addressing GBV.

This guidelines document was drafted after a field data collection in assessing the GBV situation in sports sector which came up with the identification of incidence of GBV cases. It was coupled with a mapping of the areas of potential GBV cases whose components informed this guidelines' document. The incidence of areas for potential GBV cases in sports sector, measures for necessary prevention and response to GBV, role and responsibilities of anti-GBV actors in sport sector, services that should be offered to the victim of GBV referral path ways were all highlighted in the situational analysis and mapping reports.

In addition to the above mentioned matters, the guidelines offer general guiding principles regarding how to deal with GBV cases and the do's and don'ts pertaining to different forms of GBV. The document is a user-friendly tool kit that entails addressing GBV in the entire national sports sector towards assisting victims.

The current GBV guidelines will work in conformity with the Gender mainstreaming strategy and Sports Sector Strategic Plan as well as the existing policy and legal frameworks in place. It does not replace GBV related laws in place nor the pertaining regulations and the particularly responsible organs. It carries both prevention and response means. This implies addressing the likely cases of GBV in the sports sector, a case in point being situations where there is involvement of players, coaches, referees, fans and stakeholders especially in clubs, schools and federations. It further articulates preventive and safeguarding mechanisms. It also shades light on the reporting referral pathways in case GBV cases arise. These guidelines will be applied in the entire sports sector, and all the thirty-seven (37) sports federations in Rwanda.

CHAPTER ONE

METHODOLOGY, LEGAL AND POLICY FRAMEWORKS



1.1. METHODOLOGY

The drafting of the GBV guidelines was preceded by a situational assessment of Gender Based Violence in the sport sector and a mapping of the more potential GBV cases. Both activities produced reports that informed the present guidelines. This involved a number of methodological prongs as described below.

- **Approach:** The approach to drafting the guidelines was interactive and participatory in nature. The preparatory phase engaged contact persons at MINISPORTS and representatives of different sports association through consultative meetings and interviews for advice on appropriate strategies and methodological approaches to guide the work, including the discussion of assignment expectations. The top management consultation presented an opportune moment for officials from both MINISPORTS and different sports association to provide data and insight for the analysis of the current forms and prevalence of GBV in sports while considering the policy challenges plus the way forward.
- **The Process:** The completion of this assignment followed a sequenced approach. Firstly, the inception phase consisted of preparation not only to ensure project quality but also to deepen the understanding of the assignment; identification of potential informants and relevant documentation, development of the methodology and data collection tools that were used. Secondly, there was the data collection step, which implied actual fieldwork (interviews and further consultations); gathering the necessary body of information which fed the drafting. Thirdly, there was data analysis during which the identified key information patterns were organized into coherent categories corresponding to the main themes of Gender Based Violence in the sport sector. In this respect, the emerging themes from each document and/or interview was rigorously scrutinized to understand their meaning and to know where they fit. The last phase was the drafting phase, which consisted of harmonizing collected information into coherent documents- the situational assessment and mapping reports respectively, eventually leading to the guidelines for GBV prevention and response in the sports sector.
- **Key methods of information collection:** The activities regarding the guidelines for GBV prevention and response assignment captured Gender-Based Violence prevention and response in the sports sector.

The Desk Review was used to learn from existing relevant literature, particularly the one pertaining to Gender-Based Violence prevention and response in the sports sector including relevant laws and policies.¹ Key Informants consisted of conversations and interviews with key players in the area of Gender-Based Violence prevention and response in the sports sector sampled across the country, covering the four Provinces and Kigali City.

¹ Indicatively, the following documents were reviewed: The Rwandan Constitution of 2003 as revised in 2015; International Convention on Rights of children, 1989, Rwandan Criminal Procedure Law, 2019; Rwandan law determining offences and penalties in general, 2018; The law relating to child rights and protection, 2018; Family law, 2016; Law relating to the prevention, suppression and punishment of trafficking in persons and exploitation of others, 2018 ; GBV Law, 2008; Law relating to the Protection of Persons with disabilities in general 2007; Evidence Law 2004; Integrated Child Right Policy (2011) and its strategic plan (2019-2024); Justice for Children Policy (2014); National Gender Policy (2010) and National Policy against GBV (2011); The Family Policy (2005).

- **Selection criteria of the assessment's participants and field procedures:** Taking into consideration the essence of the guidelines for GBV prevention and response in the sports sector, the following combined criteria guided the selection of interviewees and other assessment participants:
 - Relevance of personal expertise with regard to the objectives of this assessment;
 - Geographical representation (the four provinces plus the City of Kigali);
 - Central and decentralized actors including civil society organizations in the sports sector with inclusion of rural and urban voices. Identification of key informants has been done in close collaboration with MINISPORTS.

- **Quality assurance and ethical considerations:** Due to the sensitivity of the assignment and the crucial mission of MINISPORTS, the consultant observed a number of values to ensure ethical appropriateness. These included informed consent before engagement of participants, confidentiality, and collaboration and trust. Consequently, the following measures were considered, among others, to achieve quality:
 - Establishment of a Technical Reference Group (TRG) that provided technical guidance to the consultants. The TRG was composed of the designated representative of the client institution (MINISPORTS) and other key sports associations. The TRG was expanded to other people as deemed necessary;
 - Regular consultation meetings with both MINISPORT and the TRG,
 - Selection of experienced and well-informed key informants,
 - A Deliberative Forum that attracted relevant sports associations to enrich both the situational assessment and mapping reports and the guidelines.

1.2. LEGAL AND POLICY FRAMEWORK

1.2.1. At the international level

A. The international charter of physical education, physical activity and sport

It was adopted by the United Nations Educational, Scientific and Cultural Organization (UNESCO) in 1978 and was revised in 2015. This charter recommends stakeholders in the sport sector to take measures aimed at limiting the risk of harm by eliminating any forms of practices such as discrimination, homophobia, bullying, sexual exploitation, trafficking and violence². It also encourages a coordinated action of all actors (referees, public authorities, law enforcers, sport association, educators, media, families, medical professions) in all matters related to GBV in sport sector.

B. The Beijing declaration and platform for action

It was adopted in 1995. It defines the concept of violence against women as “any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts as coercion or arbitrary deprivation of liberty, whether occurring in public or private life”³

The Beijing Declaration recommended many strategies that should be adopted by states, including those aimed at eliminating violence against women. This should be through promoting an active and visible policy of mainstreaming the gender perspective in all policies and programs related to violence against women, actively encourage, support and implement measures and programs aimed at building the capacity of those in charge of implementing those policies (E.g. law enforcement officers and medical workers) and take necessary measures to avoid revictimization.⁴

C. The International Child Convention 1989

This convention was adopted on 20th November 1989 and entered into force on 2 November 1990. It recommends states to take appropriate measures to protect children from all forms of physical or mental violence, maltreatment or exploitation including sexual exploitation.

1.2.2. At National Level

The Government of Rwanda remains committed to ending GBV and violence against women and girls in all its forms, as highlighted in the following legal and policy instruments.

A. The constitution of the Republic of Rwanda of 2003 revised in 2015

It enshrines the principles of gender equality and women’s rights as well as the prevention and fight against any forms of discrimination.

² International Charter of Physical Education, Physical Activity and Sport, article 9 para.2

³ Beijing Declaration, para. 113 available online at <https://www.un.org/womenwatch/daw/beijing/pdf/BDPfA%20E.pdf>

⁴ Idem, para. 124 (g)

B. The Law N°68/2018 of 30/08/2018 determining offences and penalties in general and the law and the Law N° 51/2018 of 13/08/2018 relating to the prevention, suppression and punishment of trafficking in persons and exploitation of others.

In the absence of a specific law providing for GBV offences that occur in sport, the law determining offences and penalties is applied in all contexts including sports.

Referring to the definition of GBV provided under article 2(1°) of the Law N°59/2008 of 10/09/2008 on prevention and punishment of gender-based violence⁵ read together with the law **N°68/2018 of 30/08/2018** determining offences and penalties in general as well as the Law **N° 51/2018 of 13/08/2018** relating to the prevention, suppression and punishment of trafficking in persons and exploitation of others; various sexual violence types (including sexual exploitation related offences) do fall within the definition of GBV. They must be avoided in the sports sector, especially in the relationships between coaches-players, peer players, players and members of sports entourages including managers, referees, officials, doctors and all stake holders.

C. The National Policy Against GBV (July 2011)

It identifies the key constraints and suggests some policy actions which should be implemented in different sectors including sports. This is as highlighted below:

In terms of prevention, the GBV policy identifies the following constraints which are also applicable in sport sector:

- Lack of knowledge of the concept of gender and GBV related issues (laws, rights, responsibility)
- Specific groups need attention /programs to reduce the vulnerability

Regarding strategies, the policy points out that some victims are not assisted efficiently due to the lack of stakeholder engagement and in some cases the concerned stakeholders are not equipped with skills to deal with GBV victims.

Concerning accountability and elimination of impunity, the policy shows the issue of poor reporting and record keeping systems resulting into impunity of some criminals who are not reported to competent authorities to respond to their acts and hold them accountable.

D. The National Strategy for Transformation (NST1 2018-2024)

The Government of Rwanda is committed to strengthening prevention and response strategies to fight against GBV and child abuse. This is a reiteration of the Rwandan Government's commitment to gender equality and family promotion and the understanding that the long-term development goals as a set cannot be attained if men, women, boys, and girls are not brought on board to air their voices so that together they can successfully embark on the journey of national transformation.

⁵ See supra note 4

E. Gender Mainstreaming Strategy for Sports and Culture (2021-2025)

It points out that the promotion of the right to sports for all and the removal of persisting gender disparities in sports is challenged by the fact that sexual violence occurs during sports and recommend the development of guidelines for players, coaches and other staff's behavior with regard to GBV in sports.

F. Guidelines for Community Reintegration of GBV Victims in Rwanda (MIGEPROF, 2022)

It provides for the comprehensive and effective approaches to anti-GBV actors to harmonize community reintegration for GBV victims. It reflects on the support package and the reintegration process for GBV victims.

CHAPTER TWO

DEFINITION OF KEY CONCEPTS AND FORMS OF GENDER BASED VIOLENCE



2.1. DEFINITION OF KEY CONCEPTS

2.1.1. Gender

The term gender may be referred to as to the social attributes and opportunities associated with being male and female, the relationship between women and men or girls and boys. These attributes, relationship and opportunities are socially constructed and learned through socialization process.⁶

2.1.2. Sex

The biological characteristics (including genetics, anatomy and psychology) are generally the ones that define humans as female or male.⁷

2.2.3. Gender-Based Violence

The Rwandan law on prevention and punishment of GBV defines Gender Based Violence as “any act that results in a bodily, psychological, sexual and economic harm to somebody just because they are female or male. Such act results in the deprivation of freedom and negative consequences. This violence may be exercised within or outside households”⁸. Thus, GBV may be exercised anywhere including in the sports sector.

2.2. FORMS OF GENDER-BASED VIOLENCE

From the above definition, GBV may have the forms of sexual, physical, economic and psychological violence. Rwandan law criminally sanctions these forms of GBV. Obviously, the law may be applied at any level including in case of coaches-players relationships, peer players relationships, as well as the relationships between players and members of sports entourages like managers, referees, officials, doctors and other sports stakeholders. Below is an explanation of some GBV offenses and components.

2.2.1. Sexual harassment

The Law Determining Offences and Penalties in general defines sexual harassment as repeated remarks or behavior of sexual overtones towards a person that either undermine, violate his/her dignity because of their degrading or humiliating character which create against him/her an intimidating, hostile or unpleasant situation.⁹

According to Equal Employment Opportunity Commission (EEOC), a U.S independent federal agency that promotes equal opportunity in employment through administrative and judicial enforcement of the federal civil rights laws through education and technical assistance, sexual harassment may be defined as¹⁰ any form of unwelcome **sexual advances** or requests for sexual favors, and other verbal or physical conduct of a sexual nature whenever:

6 https://www.unocha.org/sites/dms/Documents/GenderToolkit1_2_GenderDefinitionsandMandates.pdf accessed on 28/01/2023

7

8 Law N°59/2008 of 10/09/2008 on prevention and punishment of gender- based violence, article 2

9 Law determining offences and penalties in general, Article 149

10 <http://www.un.org/womenwatch/osagi/pdf/whatish.pdf> accessed on 11/01/2023

- Submission to such conduct is made either explicitly or implicitly as a term or condition of an individual's employment;
- Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual,
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

The word "Unwelcome" does not mean "involuntary." A victim may consent or agree to certain conduct and actively participate in it even though it is offensive and objectionable. Therefore, sexual conduct is `unwelcomed whenever the person subjected to it considers it unwelcome. Whether the person in fact welcomed a request for a date, sex-oriented comment, or joke depends on all the circumstances.¹¹ In this regard, some experts argue that sexual harassment includes¹²:

- Behaviors such as unwanted sexual advances or invitations
- Forcing someone to watch another person/people have sex or masturbate (live or in pornographic materials)
- Forcing someone to undress
- Exposure by a person of their genitalia where such exposure is contrary to local moral or other standard values

Sexual harassment may be expressed verbally, non-verbally or physically¹³ as highlighted below:

a) Verbal Sexual Harassment

Certain words can amount to sexual harassment, examples being:

- ▶ Referring to an adult as a girl, hunk, doll, babe, or honey
- ▶ Whistling at someone, cat calls
- ▶ Making sexual comments about a person's body
- ▶ Making sexual comments
- ▶ Turning work discussions to sexual topics
- ▶ Telling sexual jokes or stories
- ▶ Asking about sexual fantasies, preferences, or history
- ▶ Asking personal questions about social or sexual life
- ▶ Making kissing sounds or smacking lips
- ▶ Making sexual comments about a person's clothing, anatomy, or looks
- ▶ Telling lies or spreading rumors about a person's personal sex life

¹¹ Source: Preventing Sexual Harassment (BNA Communications, Inc.) SDC IP .73 1992 manual

¹² Lut Mergaert et alii, Study on Gender Based Violence in Sport, page 22

¹³ <http://www.un.org/womenwatch/osagi/pdf/whatish.pdf> accessed on 11/01/2023

b) Non-Verbal Sexual Harassment

There are certain non-verbal actions that can amount to sexual harassment, among them:

- ▶ Looking a person up and down (Elevator eyes)
- ▶ Staring at someone
- ▶ Blocking a person's path
- ▶ Giving unwelcome personal gifts
- ▶ Displaying sexually suggestive visuals
- ▶ Making sexual gestures with hands or through body movements
- ▶ Making facial expressions such as winking, throwing kisses, or licking lips.

c) Physical Sexual Harassment

It may involve the following constitutive elements against the victim against their consent:

- ▶ Giving a massage around the neck or shoulders
- ▶ Touching the person's clothing, hair, or body
- ▶ Hugging
- ▶ Kissing
- ▶ Touching or rubbing oneself sexually around another person
- ▶ Standing close another person.

2.2.2. Indecent Assault

It is an act performed against another person's body in any manner whatsoever without the latter's consent.¹⁴ Indecent assault involves "touching portions of the anatomy commonly thought private, such as a person's genital area or buttocks, or breasts of a female"¹⁵

According to some jurisprudence, it is judged that "a touching is indecent when judged that by normative standards of society, it violates the social and behavioral expectations in a manner which is fundamentally offensive to contemporary moral values".¹⁶

2.2.3. Rape

Rape is committed when for example against an adult person's consent there is an insertion of a sexual organ of a person into a sexual organ, anus or mouth of another person¹⁷

¹⁴ Law determining offences and penalties, article 135

¹⁵ <http://www.mass.gov/courts/courtsandjudges/courts/districtcourt/jury-instructions/criminal/pdf/6500-indecnt-as-sault-and-battery.pdf> accessed 11/01/2023

¹⁶ Commonwealth v Vasquez read at <http://www.mass.gov/courts/courtsandjudges/courts/districtcourt/jury-instructions/criminal/pdf/6500-indecnt-assault-and-battery.pdf> accessed 11/01/2023

¹⁷ Law determining offences and penalties, article 134

2.2.4. Child Defilement

It may consist the commission of one of the following acts with a child:

- ▶ Insertion of a sexual organ into the sexual organ, anus or mouth of the child;
- ▶ Performing any other act on the body of a child for the purpose of bodily pleasure

2.2.5. Sexual Exploitation

Sexual exploitation consists in part the obtaining of financial or other benefits through the involvement of another person in prostitution, sexual servitude or other kinds of sexual services, including pornographic acts or the production of pornographic materials.¹⁸

Sexual exploitation also entails the commission of one of the following acts for the purpose of exploitation:¹⁹

- ▶ Encourage, incite, mislead, manipulate or force a person to have sexual relations, or use any other means for the purpose of luring him/her into sexual relations;
- ▶ Pay for sexual intercourse on his/her own behalf or on behalf of another person;
- ▶ Knowingly host another person for the purpose of sexual exploitation;
- ▶ Announce, by whatever means, that he/she facilitates sexual relations;
- ▶ Knowingly help, assist or protect a person engaged in sexual exploitation;
- ▶ Run houses of sexual exploitation, invest in such houses or knowingly manage property derived from such houses;
- ▶ Knowingly provide any place for rent for the purpose of sexual exploitation;

2.2.6. Soliciting or Offering Sexual Favors

It consists of soliciting, accepting or promising a given favor of sexual nature or subjects another person to such favor or accepts a promise thereof in order to render or omit a service.²⁰

2.2.7. Assault or Battery

It consists , willfully injuring, beating or committing any serious violence against another person.²¹

2.2.8. Discrimination

It consists the commission of one of the following acts²²:

1° Acts which inconvenience a person or a group of people or causes division among persons or a group of people on the basis of race, ethnicity, origin, clan, family connection, color of skin, sex, region, nationality, religion, political ideology, economic classes, culture, language, social status, physical or mental disability or physical appearance;

¹⁸ Law N° 51/2018 of 13/08/2018 relating to the prevention, suppression and punishment of trafficking in persons and exploitation of others, article 3 point 2

¹⁹ Idem, article 24

²⁰ Law N° 54/2018 du 13/08/2018 on fighting against corruption, Article 6

²¹ Law No 68/2018 of 30/08/2018 determining offences and penalties in general

²² Idem article 163

2° Acts aimed at denying a person or a group of people their rights granted under Rwandan law or international conventions ratified by Rwanda, on the basis of race, ethnicity, origin, clan, family connection, color of skin, sex, region, nationality, religion, political ideology, economic classes, culture, language, social status, physical or mental disability or physical appearance;

3° Acts instigating a person to deny another person or a group of people their rights granted under Rwandan law or international conventions ratified by Rwanda, on the basis of race, ethnicity, origin, clan, family connection, color of skin, sex, region, nationality, religion, political ideology, economic classes, culture, language, social status, physical or mental disability or physical appearance.

CHAPTER THREE

GBV INDICATORS AND GENERAL GUIDING PRINCIPLES IN THE SPORTS SECTOR



This chapter covers the likely GBV indicators and the general guidelines that will be applicable to all participants in the sports sector (people in positions of authority- like ministries and affiliate institutions, members of executive committees, clubs, federations, players, coaches, referees, supporters/fans, other stakeholders and donors). These indicators and general guiding principles will work for both prevention and response of GBV in the sports sector.

3.1. SOME INDICATORS OF GENDER-BASED VIOLENCE IN THE SPORTS SECTOR

The following are some of the likely indicative actions and occurrences of GBV in the sports sector of which sports actors/ participants ought to be mindful about so that appropriate remedies can be taken, more so in accordance with the content of the proceeding chapters of this guideline document:

- (i) Early drop out of the sports career
- (ii) Expulsion of athletes
- (iii) Early pregnancies, especially adolescent pregnancies
- (iv) Failure of athletes turning up for training
- (v) Loss of trust in sports management and executive committees
- (vi) Exclusion of some athletes from the list of players in tournaments
- (vii) Exclusion of some athletes meant to travel outside the country for tournaments
- (viii) Extra ordinary attachment to athletes by some sports managers, coaches and executive members – especially when outside the athletes' usual residence
- (ix) Sexually transmitted diseases (STDs) among sports participants
- (x) Post-traumatic stress disorders (PTSDs) within the athletes
- (xi) Sole invitation of athletes by sports managers, executives and coaches, for example ride together in the car, respond to their call in their offices evening time and sharing rooms at hotels – inside or outside the country while attending sports events and tournaments.

3.2. GENERAL ANTI GBV GUIDELINES IN THE SPORTS SECTOR

Below are the general anti GBV principal guidelines in the sports sector. They are composed of preventive and response related anti GBV principles. The principles are applicable to all participants in the sports sector namely; individual athletes/players, coaches, referees, sports fans, schools, sports training centers/ academies, clubs, sports federations, employees and senior management of the Ministry of Sports as well as other institutions in the sports sector plus stakeholders (e.g. donors) in sports.

3.2.1. Gender-Based Violence prevention related general guidelines in the sports sector

For preventive purposes, participants in the sports sector must abide by the following guiding principles:

(i) Gender main streaming- based engagements

All participants in the sports sector will at all times respect gender mainstreaming so that both male and female sports participants part and parcel of the sports agendas and programs. This will be as per the United Nations Economic and Social Council in that both female and male concerns will equally be integral to design, implementation, monitoring and evaluation of polies and programs; this will be customized and enforceable in the sports sector in Rwanda.

(ii) Non-discrimination

Players within all clubs and federations must be accorded equal opportunities irrespective of their gender and sexual orientation or expectations. The required sports infrastructure, expertise and sports facilities (E.g. play grounds) must be equally extended to both female and male participants in sports.

(iii) Merit based promotion

Sports participants both male and female will be promoted based on performance as opposed demand for sexual favors or “sex for promotion” condition.

(iv) Inclusion and fairness

The female leaders, clubs and individual players in the sports sector must be fairly treated and dully honored for their contributions other than being considered of less importance or not a priority. Sports actors will aim at ensuring gender inclusiveness, for example, plan at the minimal, 30% inclusiveness in games and sports.

(v) Gender sensitivity in all sports undertakings

There shouldn't be any limitation of talents based on gender. Both males and females will be given a chance to try their abilities but at the same time gender-specific needs shouldn't be left out in sports (E.g. the situation of breastfeeding women in sports). Appropriate infrastructure should be in place to cater for every such unique needs.

(vi) Awareness campaigns and training

As a preventive measure, ministries, clubs and federations will undertake continuous training (E.g. monthly or quarterly) so that there is clear articulation of the meaning of GBV in all its forms and its consequences to the community. Also, include GBV training in their annual and strategic plans. Further still, there will be Anti- GBV adverts at beginning of matches, games or tournament. There should be administrative punitive measures in order to reinforce the value of awareness campaign.

(vii) Career development

As a working principle within the sports sector, athletes must be given holistic development and complete preparedness package about how to respond in case there are signs of unexpected situations and occurrences, GBV inclusive. This will include psychological preparedness of athletes to instill self-confidence to guard against situations where they may fall victims to GBV. This will be done right from the point of entry into their career. Each female athlete under 21 years old, should be accompanied by a woman coach to avoid unexpected and potentially harmful situations or to reinforce GBV preventive and responsive measures.

(viii) GBV related sports participation scrutiny

For example, background checks must be done with all sports participants right from individual athletes to members of sports administration staff and executives so that before they are hired there is confirmation that they do not have a GBV record and ensure the contracts of engagements for athletes and sports leaders bear an anti- GBV clause coupled with signing organizational codes of conduct within the whole sports sector.

(ix) Zero tolerance to GBV in the sports sector

This will apply to any GBV related actions, attitudes and expressions. In this regard, no cultural stereotypes against female participation are to be tolerated in sports. The bodily, psychological, economic and sexual violence gender violence should **strictly practically be a first priority prohibition** in the sports sector widely known so as incompatible with any participation in sports.

3.2.2. Gender-Based Violence Response Related General Guidelines in the Sports Sector

For response purposes, participants in the sports sector must abide by the following guiding principles:

(a) Structured Reporting and Referral System

For GBV cases that occur in the sports sector, there will be a victim protection-based reporting system (E.g. discrete or anonymous in nature) which gives the assurance to the reporter or the victim of no consequences or threats from the perpetrators and their influence. In this regard, established and trained members of GBV complaints committees within clubs and federations coordinated at Ministry of Sports level, will technically support the reporting and referral process

of the GBV cases. All engagements in this respect will be take a victim – centered approach. In this respect, all intervention actions carried out will be considerate of the victim’s choices, wishes, rights and freedoms.

(b) Specialized victim handling and treatment

In case GBV incidents and cases arise, the victims will be accorded specialized care which must come in a holistic manner, for example, the immediate physical and psychological needs must be effectively catered for by experts in the same fields. This will also imply that best interests of the child are considered especially adolescent girls who commonly become victims of GBV in the sports sector.

(c) Justice and fairness

At a post referral stage, whereby GBV cases have been referred to the competent authorities like RIB and NPPA, or Court to the victims and witnesses will be fairly treated regardless of their age, disability, gender identity, religion, or size and height. Although this is the duty of the competent authorities as mentioned above, the sports sector commits to provide all necessary and acceptable means required for victims of GBV to attain justice.

(d) Legal support

Whenever there is a GBV case in the sports sector, all the concerned (GBV complaint committee at clubs & federations) will contact the legal aid providers (i.e., Legal Aid Forum) to rightfully defend the victim against the perpetrator and advocate for them, demand for damages and restoration for the victim.

(e) Information and feedback

The GBV complaints committees in the sports sector will ensure follow up of the victims’ case, accord due and appropriate support within their means in liaison with other GBV actors. This will cover publicity matters and giving feedback as possibly possible. Confidentiality in GBV cases will always be mandatory. For implementation purposes, the GBV complaints committee in the sport sector must be decentralized and their capacity and authority must be recognized by all sport organizations/federations

(f) Transparency and accountability

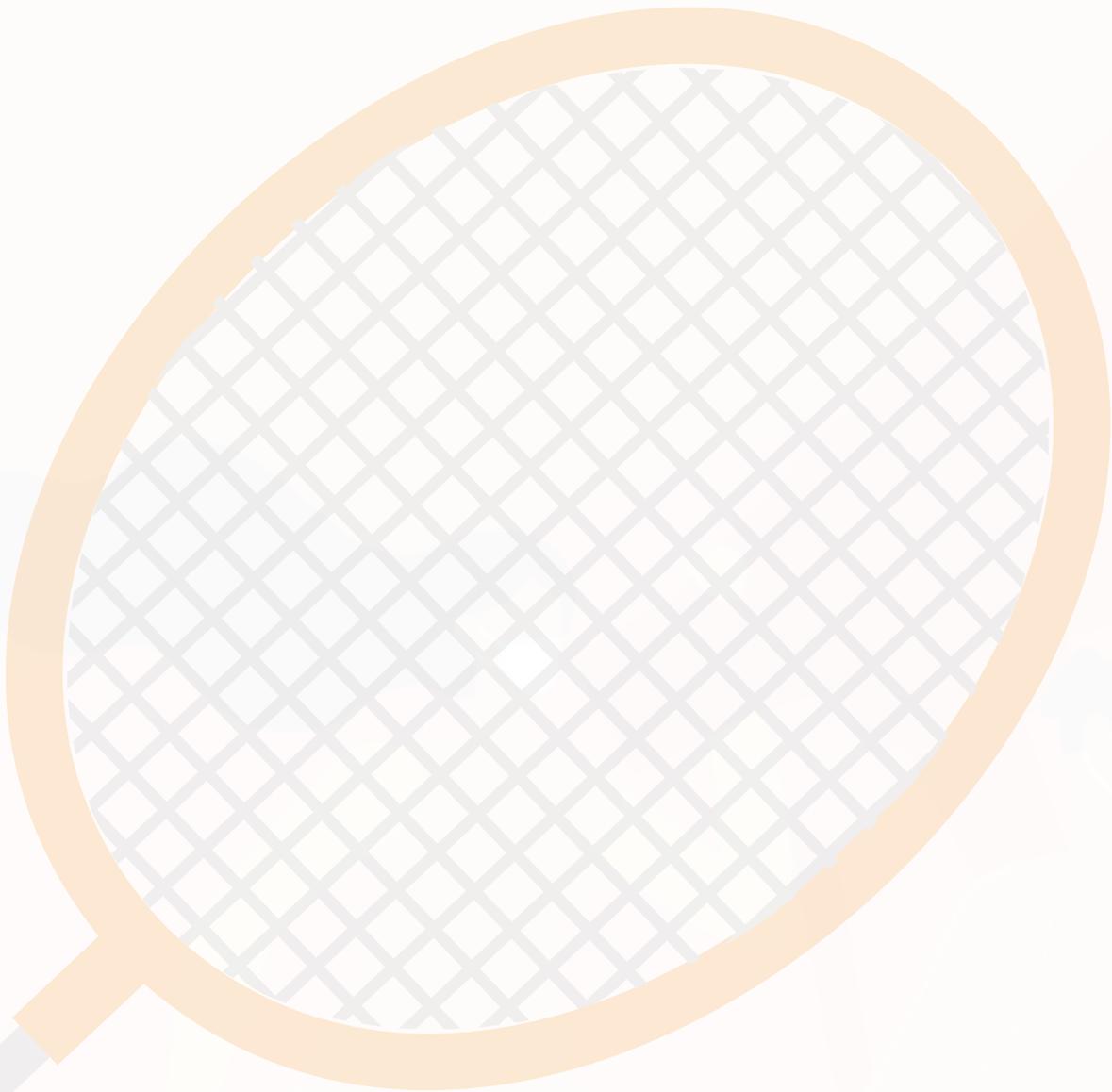
While responding to GBV in the sports sector, the responsible persons will ensure a transparent process under which they will all be accountable to their point(s) of intervention. Bias is in in this respect prohibited.

(g) Collaboration

This principle implies that anti GBV activities and undertakings within the sports sector will endeavor to do consultation and liaison with other entities responsible for responding to GBV; for example Rwanda Investigation Bureau (RIB) , Rwanda National Police (RNP) and National Public Prosecution Authority (NPPA) so that where possible the required information is shared and evidence against GBV perpetrators in the sports sector provided as much as possible so as to attain conviction of the suspects.

(h) Record keeping and reporting at the club/federation level

Each sport club/federation must have a system of recording GBV and keep the data in confidentiality. GBV incidents must be reported timely to RIB and to MINISPORTS for appropriate action. In this regard quarterly reports must be submitted to MINISPORTS.



CHAPTER FOUR

RESPONSIBILITIES OF ANTI-GBV ACTORS IN THE SPORTS SECTOR



4.1. BACKGROUND

As reflected in the Gender Mainstreaming Strategy for Sports and Culture (2021-2025), for the purpose of implementing the recommendations mentioned in chapter 4²³, the participation of and collaboration of the various stakeholders (E.g. MINISPORTS, RNP, RIB, NPPA, Districts, Civil Society Organizations, FBOs, Sports federations and MINEDUC) is paramount. The sections below show the various stakeholders or actors and their responsibility in the prevention and response to GBV in sports sector.

4.2. SPECIFIC RESPONSIBILITIES OF THE INSTITUTIONS IN THE SPORTS SECTOR

4.2.1. Ministry of Sports

At the ministerial level, MINISPORTS has the sports sector managerial responsibilities cognizant of the Sector Working Group (SWG). As such, MINISPORTS has the attributes below and will ensure the below actions are performed:

- a.) Overall coordination and monitoring of GBV in Sports sector. This will involve the GBV related actions for prevention and response among them;
 - Coordination meetings involving all stakeholders
 - Monitoring and evaluation activities carried out by MINISPORTS staff
 - Periodic reports on the overall anti GBV situation in the Country
- b.) Monitoring of the implementation of the guidelines for GBV prevention and responses and recommendations by public and private institutions. In enforcing an effective GBV prevention and response related monitoring and implementation process in the sports sector, MINISPORTS will undertake the actions below;
 - Periodic research and assessment to reflect success and failures in implementation of guidelines for GBV prevention and response and recommendations
 - Liaising with private institutions on the progress of anti GBV programs
 - Ensuring public- private sector coordinated collaboration in anti GBV programs

4.2.2. Rwanda National Police, Rwanda Investigation Bureau and National Prosecution Authority

MINISPORTS will neither replace the established legitimate roles of other institutions nor mingle into their daily tasks, but will rather work collaboratively with them to address GBV. The role of RNP, RIB and NPPA in the prevention and response to GBV is central, in that they participate in the justice channel for the GBV victims in the sports sector. In their intervention and collaborative undertakings, below are the expected responsibilities:

- i. Train their staff on GBV prevention and response in general and in sports in particular. In the sports sector specifically, they will:
 - Train specialized staff in responding to GBV cases, by according specific investigative techniques.
 - Equip their staff with the required tools
 - Collaborative approaches, in consideration of multi-disciplinary and holistic response
- ii. Ensure confidentiality and safety of GBV victims in general and particularly in sports. In this responsibility, they will:
 - Establish, increase and improve due safety houses for the victims
 - Respect the choices of the victim
 - Liaise with victim legal counsel and advocate for closed sessions trials in court
 - Provide assurance and protection of the victim and witness information
 - Apply victim safety principles so as to avoid victimization
- iii. Speed up GBV cases in general and in sports sector in particular. This is important for restoration of the victim and holding the perpetrators accountable. In this respect, the following actions should done:
 - Timely response to GBV cases,
 - Swiftly liaise with GBV reporting committees/contacts within the sports sector for immediate reporting
 - Ensure proper chain of custody
 - Explain to the victim the options and rights at law- including right to legal counsel
 - Consider all forms of proof without delay, including circumstantial evidence
 - Pay attention to special needs, children and disabled cases
 - Collaborative efforts with stakeholders
- iv. Keep and avail data of GBV related in general and in sports in particular. This will entail;
 - Ensure immediate and appropriate reporting by liaising with all sports sector actors
 - Respect victim case feedback rights
 - Periodic (quarterly) assessment and reports of the occurrence of GBV cases in the sports sector

4.2.3. Districts

The GBV related actions for districts will involve the **facilitation** and **coordination** of gender mainstreaming in general and in sports in particular; including addressing the GBV issue at the District Level. In so doing, Districts will;

- Ensure liaison with other sports actors in the anti GBV programs
- Participate in the anti GBV campaigns

- Assist in the GBV related data and evidence gathering processes
- Undertake the coordination of GBV related prevention and response mechanisms right from cell to District level
- Assess and produce GBV occurrence, prevention and response
- Initiate facilitation and coordination meetings involving all District GBV actors and come up with strategic planning and approaches against GBV
- Make efforts to finance anti GBV related actions and integrate them in their performance agreements

4.2.4. Civil Society Organizations and Non-Governmental Organizations working in sports sector

Members of the Civil Society and non-Governmental organizations working in the sports sector **will;**

- i. Provide technical and financial assistance to MINISPORTS toward the realization of the GBV strategies, policies and guidelines in sports sector through:
 - Provision of GBV experts to assist in the GBV related know-how in towards the prevention and response to GBV
 - Budgetary support towards the anti -GBV prevention response and programs
- ii. Assist government institutions in the community mobilization on gender equality and GBV prevention and response in the sports sector. This responsibility will involve:
 - Collaborative designing and implementation of GBV awareness campaigns
 - Supporting Government institutions concerning specific strategies and means of community mobilization against gender discrimination from grassroots level
- iii. Contribute to GBV prevention and response evidence-based advocacy in sports sector in particular. This undertaking will entail:
 - Capacity building to the anti GBV actors especially from reporting to conviction of the perpetrator
 - Provision of GBV experts to equip GBV prevention and response actors with principles of evidence retrieval and chain of custody matters
 - Workshops on GBV related offences and links with the perpetrators to attain conviction and accountability
 - Victim – centered training in the judicial process, covering victim care, interview techniques, restoration and community reintegration principles
- iv. Monitor and evaluate GBV prevention and response commitment in sports sector. This responsibility will include ‘
 - Provision of experts to conduct research and produce reports on the success and challenges pertaining to strategies of prevention and response to GBV
 - Provision of advice and recommendations concerning exit strategies about challenges and failures of some GBV prevention and response mechanisms

- v. Participate in GBV prevention and response in sports' awareness campaigns. Participation will require;
 - Activities (E.g. support public anti GBV adverts) reflecting commitment to eradicate GBV in the sports sector
 - Assessment and reporting about the impact of GBV awareness campaigns to the community
- vi. Record and avail data related to GBV in sports sector. Information is paramount in the GBV prevention and response processes against GBV. As such, the activities below will be done;
 - Capture information related to reporting, investigation, victim care, justice and community reintegration
 - Analyze success stories pertain to GBV prevention and response
 - Analyze cases of ineffectiveness and failure of GBV prevention and response means
 - Propose exit strategies and action areas
 - Produce GBV related reports

4.3.5. Sports federations

All the current thirty-seven (37) sports federations in Rwanda and even more they may come, must put in place ways to;

(i) Develop a Gender Equity and Equality Guidelines

The gender equity and equality guidelines in the federations will:

- Explore the legal and policy frameworks for human rights protection vis avis gender equality
- Ensure to guard against all sorts of male- female discrimination
- Ensure equal opportunity participation in sports
- Provide recommendations and strategies for gender equality

(ii) Fight Against GBV and Timely Report GBV Cases Within their Federations

The anti GBV strategies inhere will cover:

- Articulating GBV prevention and response measures and strategies
- Establishment of victim -centered reporting system
- Proper victim and witness protection measures

(iii) Establish a Mechanism of GBV Data Record Keeping and Reporting

The data record and reporting mechanism must capture means to;

- Encourage victims to report GBV cases
- Proper collection handling
- Skilled preservation of data so that it's not contaminated
- Data availability and referral reports, for planning and setting intervention goals and strategies

(iv) Establish Mechanism of Assisting GBV Victims Within their Defederation

Within sports federations, there must be:

- Awareness of all sports clubs' members and individual athletes on the rights of GBV victims and their referral paths
- Prevention and response undertakings that are holistic
- Liaison with other stakeholders to ensure multi-disciplinary intervention

4.3.6. Schools

As stakeholders within the sports sector, schools in Rwanda will have the responsibilities to:

(i) Participate in Awareness Campaigns Against Gender Stereotypes

In so doing, students /pupils, teachers, headteachers, staff, owners and shareholders thereof will:

- Attend GBV awareness campaigns against gender discrimination tendencies and attitudes
- Ensure establishment of anti GBV clubs
- Attend workshops that bring them together with other GBV actors for collective efforts in the prevention and response processes

(ii) Timely Report of GBV Cases. In doing this, schools will:

- Participate in the available training about proper reporting and victim care
- Ensure respect of the rights of the victim
- Avoid victim statement manipulation and report any related instances

CHAPTER FIVE

SPECIFIC OBLIGATIONS PERTAINING TO GBV CATEGORIES IN SPORT SECTOR



5.1. PHYSICAL VIOLENCE

It is any bodily harm which results in pain, discomfort, or injury just because they are female or male. In the sports sector such acts include voluntarily injuring, beating, assaulting, or committing any act of violence against another person. All sports participants (players, coaches, sports leaders and partners) are prohibited from having any role whether direct or indirect. These actions of physical violence are sanctioned by law as per the example below:

5.1.1. Example and Legal Sanctions

For example:

- The law punishes bodily harm/physical assault with a sentence of not less than three (3) years and not more than five (5) years and a fine of not less than five hundred thousand Rwandan francs (FRW 500,000) and not more than one million Rwandan francs (FRW 1,000,000) as per article 121 of the Law Determining Offences and Penalties in General (LDOPG).
- If the offence is committed against a child, the accused, is liable to imprisonment for a term of more than five (5) years and not more than eight (8) years and a fine of not less than one million Rwandan francs (FRW 1,000,000) and not more than two million Rwandan francs (FRW 2,000,000).

(i) Sports Leaders

The sports leaders are people in positions of responsibility in the sports sector. Examples include the presidents of federations, members of the executive committees and presidents of clubs. In all their sports engagements, these leaders must prioritise prevention and response to GBV in sports by way of physical harm.

(a) By collaboration, they must aim do:

- Discourage any actions/indicators of bodily GBV
- Report incidents of GBV in its physical nature
- Respect space – male and female
- Ensure codes of conduct and anti GBV related contracts are signed by sports participants
- Establish GBV referral and complaints committees

(b) In collaboration, they must avoid assault and its surrounding circumstances and means

(ii) Players

Acts of Gender Base Violence are criminal and must never be carried out amongst athletes/ players themselves. It applies to all sports federations, schools and institutions as well as any sports/games actors in Rwanda.

(a) During their engagements

- ❖ The players in the sports sector **will**:
 - Uphold respect to fellow players of opposite sex- especially physical space
 - Uphold their rights related to not being abused because of their gender especially physical abuse
 - Keep the necessary physical space between them and the sports leadership personnel
 - Ensure utmost integrity in enjoyment of their bodily/physical related rights
 - Report any incidents of GBV – physical abuse done by any perpetrator

(b) During their engagements, the players/athletes **will not** engage into:

- Assault in its nature and circumstance amongst themselves and their coaches, members or executive committees or referees;
- Solely attending to the sports leaders in the late hours

(iii) Coaches

In their duties coaches must have and maintain the highest moral integrity and an above reproach character. Therefore, sports coaches should be conscious of the following:

(a) The sports coaches **will**;

- Be fair in their engagements with the players
- Be mindful of the degree of physical fitness of the players
- Be balanced and extend equal opportunity to the players
- Respond to GBV awareness and reporting
- Be role exemplary in fighting GBV
- Encourage peer scrutiny about possible physical and bodily signs of GBV

(iv) Referees

In fulfilling their attributions, sports referees will always be guided by principles of integrity and fairness;

- Respect physical space of the team members during the game
- Use only standard and accepted physical signs that are not significant of GBV
- Abide by the sports code of conduct

5.1.2. Illustrative diagram



5.2. PSYCHOLOGICAL VIOLENCE

Psychological violence consists of the infliction of mental or emotional pain such as harassment or unwanted remarks, gestures or written words.

5.2.1. Example of Legal Sanctions

Example:

- Article 128 of LDOPG provides that “any person who uses threats with intention to harm another person, whether such threats are **verbal, gestures, images or in writing** commits an offence”.
- The punishment is between 1 to 2 years ‘imprisonment and between 300,000 FRW- 500,000 RWF fine
- If such threats are accompanied by duress or carried out by **imposing conditions on the victim**, or by depriving her/his property, the penalty is up to 3 years in prison and up to 3,000,000 RWF in fine

5.2.2. Prohibitions

Members of sports teams and clubs, coaches, referees, fans as well as executive committees must be cognizant of the fact that GBV can be psychological in nature, and therefore, in their relationships, the following acts and behaviors are prohibited whether expressed verbally, non-verbally or physically:

- Threats of negative consequences to occur to an athlete in case they fail to accept certain demands from their superiors
- Asking personal questions about social life
- Looking a person up and down (Elevator eyes)
- Making facial expressions such as winking, throwing kisses, or licking lips.
- Making kissing sounds or smacking lips
- Making sexual comments about a person's body, clothing, anatomy, or looks
- Telling lies or spreading rumors about a person's personal sex life
- Whistling at someone, cat calls
- Cursing and insults

5.2.3. Illustrative Diagram



5.3. SEXUAL VIOLENCE

All forms of sexual violence (For example child defilement, rape, indecent assault) are prohibited and must be avoided at all times within the sports sector. Such actions of sexual violence are sanctioned by laws as per the examples below:

5.3.1. Examples and Legal Sanctions

Example1:

Article 133 LDOPG punishes child defilement with a penalty of imprisonment for a term of not less than twenty (20) years and not more than twenty-five (25) years.

- If an adult person commits child defilement on a child under fourteen (14) years, the penalty is life imprisonment

Example2: Article 134 LDOPG punishes rape with a term of imprisonment not less than ten (10) years but not more than fifteen (15) years and a fine of not less than one million Rwandan francs (RWF 1,000,000) but not more than two million Rwandan francs (RWF 2,000,000).

Example3:

- Article 135 LDOPG punishes the offence of indecent assault with a penalty of imprisonment for a term not less than one (1) year and not more than two (2) years, and a fine of not less than one hundred thousand Rwandan francs (RWF 100,000) and not more than three hundred thousand Rwandan francs (RWF 300,000).
- If indecent assault is committed in public, the offender is liable to imprisonment for a term of not less than two (2) years and not more than three (3) years, and a fine of not less than five hundred thousand Rwandan francs (RWF 500,000) and not more than one million Rwandan francs (RWF 1,000,000).
- The penalty under part 2 above is doubled if the offender is:
 - ✓ A descendant or an ascendant of the victim;
 - ✓ **In the category of those who have authority over him/her**
 - ✓ a teacher
 - ✓ a civil servant, a representative of the administrative authority, a minister of worship who has abused his/her position, or a medical doctor or medical staff who commits such an offence against a person placed under his/her authority by virtue of his/her duties
 - ✓ was assisted by one or several persons in committing the offence
 - ✓ used force or threat

5.3.2. Sexually Related Prohibited Actions

For participants in sports, especially sports leaders, the following sexually related actions are prohibited at all times:

- Block an athlete's path
- Display sexually suggestive visuals
- Give a massage around the neck or shoulders
- Give personal gifts to players with intentions of sexual relationship
- Kiss or hug players under their supervision
- kiss players under their supervision
- Look at a player up and down (Elevator eyes)
- Make sexual gestures with hands or through body movements toward a player
- Making facial expressions such as winking, throwing kisses, or licking lips toward a player
- Perform physical signs of GBV significance against players, or any parties to the game
- Stand too close in a GBV significant manner
- Tickle or suspiciously hug the players
- Touch or rub players sexually
- Touch the person's clothing, hair, or body
- Inappropriately touch or squeeze the bodies of the players

5.3.3. Illustrative diagram



5.4. SOCIAL ECONOMIC VIOLENCE

This form of GBV is a harm that consists of denial of resources or opportunities of services on the basis of gender. The law punishes such discriminatory tendencies as per the example below:

5.4.1. Examples of Legal Sanction

Example: Article 163 LDOPG punishes the offence of discrimination with a jail term between five (5) to seven (7) years and between 500,000 RWF to 1,000,000 RWF

5.4.2. Prohibitions

Social economic violence as a category of GBV is strictly prohibited. As such, within the sports sector the following actions are prohibited:

- Denial of opportunity to participate in sports based on gender
- Refusal or delay to make payments (e.g. salaries) due to gender bias and expectation of certain favors

- Exclusion of an athlete from a tournament or a training as a result of gender related stereotypes and perceptions
- Threats to withhold benefits due to gender related conditions and demands
- Unfair and gender imbalanced allocation of resources and opportunities to sports participants and athletes

5.4.3. Illustrative Diagram



CHAPTER SIX

THE SPORTS INFRASTRUCTURE AND RELATED FACILITIES



The sports infrastructure and other related facilities should be gender inclusive and will be subject to scrutiny by sports authorities so as to facilitate the prevention and response to GBV in the sports sector.

6.1 CHANGING ROOMS

For changing rooms, the standard rules within the sports sector will be:

- (i) Mandatory establishment of the dressing /changing rooms within sports clubs
- (ii) Respect of privacy of athletes, male and female
- (iii) Separate dressing /changing rooms for female and male athletes
- (iv) Safety and comfort

6.2. PLAY GROUNDS, PITCHES AND TRAINING CAMPS

Sports participants at the play grounds and training camps will use all possible acceptable measures to:

- (i) Make awareness campaigns and sensitize teams and clubs against GBV
- (ii) Ensure safety of athletes
- (iii) Respect the codes of conducts
- (iv) Report any incidence of gender -based violence

6.3. MEDICAL AND SANITATION REQUIREMENTS

Medical and sanitation needs within the sports sector are a necessity so as to allow sports participants access medical attention and ablution services. In so doing, the persons responsible will:

- (i) Ensure privacy of athletes and other sports participants undergoing medical care
- (ii) Provide the necessary services & items (e.g. equipped washrooms)
- (iii) Respect the athletes or any sports participants freedom of choice and rights to options available in the course of medical treatment
- (iv) Avoid any GBV tendencies and practices (e.g. in form of words or actions)

6.4. FOOD AND ACCOMMODATION

In the sports sector, athletes and all sports participants will have the right to proper accommodation and feeding. As such, the responsible sports authorities must ensure the following so as to prevent and respond to GBV:

- (i) Ensuring that the sports participants in positions of authority do not oblige the athletes to share rooms with them whether inside or outside the country on tournament or sports related trips
- (ii) Ensuring that the athletes and other sports participant's right of choice concerning accommodation is respected, for example not being obliged to stay in rooms adjacent to their instructors
- (iii) Respect of the athletes' privacy
- (iv) Ensure that feeding of the athletes and other sports participants while inside or outside the country on tournament is free of unnecessary private individual engagements and or parties (e.g. dinner, or lunch)

6.5. SOCIAL - ECONOMIC CARE

As a way to prevent and respond to GBV, the social- economic rights of athletes and those of other sports participants must be protected. In so doing, the sports authorities will ensure:

- (i) Freedom of choice to interact and not to be obliged to relate with their superiors especially in an uncertain or suspicious way
- (ii) Provision of the necessary livelihood amenities and resources as appropriate so that they do not have to depend on their superiors for survival
- (iii) Counseling services as may be required

CHAPTER SEVEN

VICTIM CARE AND REFERAL PATHWAYS



7.1. PRINCIPLES AND APPROACHES OF VICTIM PROTECTION AND CARE

While dealing with a victim of GBV within the sports sector, the following approaches and principles must be applied so as to ensure maximum protection and care:

A. Principles

- Safety and security of the victim: All GBV victim care takers while rendering their assistance services, must ensure that the victim is free of risk for further harm and re victimization.
- Confidentiality: It must be an applicable principle to all GBV actors that the information about the victim must not be disclosed to third parties including the general public. During the public hearing (court) pseudo names should be used to protect victim identity
- Informed consent: the victim must give his/her consent about the use of his/her disclosures while dealing with her case. There shouldn't be any sort of force whatsoever levied against the victim.
- Respect of personal choice and wishes: all the actions taken must be guided by the victim's choice and or wishes. There shouldn't be presumption or assumptions of by GBV actors in the process of assisting the victim.
- Non-discrimination: the victim must be treated without any kind of discrimination on whatever basis. GBV actors must be always be mindful of their own possible bias and not inflict on the victim.
- Best interest of the child: Children require special attention whenever they fall victims to GBV. Therefore, when dealing with a case of a child, his/her best interest must always prevail as of priority.
- Privacy and comfort during interview and interview settings. In the process of helping the victim, GBV actors must always consider it a necessity to ensure the privacy of the victim is guaranteed.
- Accountability and transparency: Victims must have the possibility to participate and render opinions in decisions that affect their lives and receive information to make such decisions including but not limited to judicial decisions and options at law.

B. Approaches

While dealing with cases pertaining to GBV victims until they are reintegrated, the following approaches will be applied by the actors thereof:

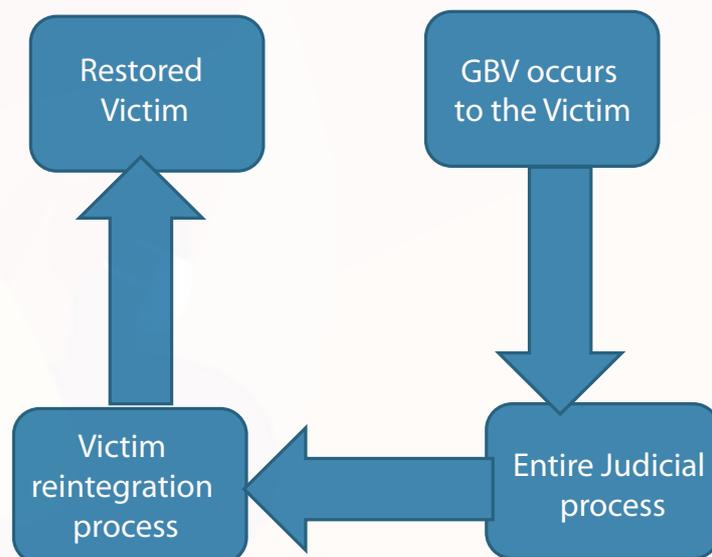
- Victim-centered approach, by creating a supportive environment in which victims' rights and wishes are respected, their safety is ensured, and treated with dignity and respect.

- Right based approach, by seeking to analyze and address the root causes of discrimination and inequality to ensure that everyone has the right to live with freedom and dignity, safe from violence, exploitation, and abuse, in accordance with principles of human rights law.
- Avoidance of harm to the victim; meaning the “Do no harm ” approach by avoiding exposing the victim for further revictimization and stigmatization
- Collaborative approach; by collaborating with other actors or stakeholders for an effective GBV response and prevention- multi- disciplinary and holistic approach.

7.2. VICTIM JUSTICE CHANNEL, REFERRAL PATHWAYS AND AWARENESS STRATEGY

7.2.1. Victim Justice Channel

The justice processes of GBV victims starts from reporting stage, the entire judicial process follows until they are reintegrated back into the community as reflected on the chart below.



NB: Upon occurrence, GBV cases must be quickly reported to RIB which is the responsible organ where the victim will be accorded holistic support in a multi-disciplinary perspective throughout the judicial processes until reintegration into the community. Short, mid and long-term psycho social support must be accordingly accorded to the victim until they are fully restored. GBV actors within the sports sector must work with RIB and other stakeholder organizations against revictimization and stigmatization of the victim.

7.2.2. Referral Pathways

The victims must have a right to know about their rights in terms of how to respond to GBV cases and incidents within the sports sector so that they can indeed be protected and taken care of.

In the sports sector, there must be a GBV case referral system that begins right from reporting to reintegration of the victim back to the society. As such, GBV actors must respect the constituent intervention points of victim referral path ways especially;

- i. **Reporting.** All GBV actors within the sports sector must ensure that the reporting process is articulate, focused and immediate, thereby;
 - a. Taking into account that there are GBV committees within the sports sector whose role is not investigative but supportive
 - b. Liaising with the established GBV committees or advisors within the sports at clubs and federation levels so as to provide immediate support and help in the quick reporting process
 - c. Enforcing means of reporting without harming the victim (E.g. use of pseudo names, and anonymous reporting lines /calls within clubs and federations)
- ii. **Judicial process.** Engage into a thorough collaboration with the responsible judicial and victim protection institutions (especially RIB, RBA, RNP, NPPA and legal aid organizations) for quick information sharing and referring the GBV cases from the sports sector for swift pursuit of the perpetrators and victim restoration. In this process, the GBV actors must be considerate of;
 - a. Victim and witness protection. These services will include strategies and measures and victims must be collaboratively empowered by all GBV actors
 - b. According victim psycho- social support – e.g. victim counseling – short term, midterm and long term, until reintegration to the community

NB: The table in A below illustrates the reporting pathway and B explains the table in terms of the intervention and victim assistance establishments within the institutions

A. REPORTING PATHWAYS ILLUSTRATION TABLE

Intervention	Designation for help in responding to GBV
GBV reporting	GBV contact persons /or complaint committees within the sports sector Civil society organizations (CSOs) Legal aid organizations- NGOs & Rwanda Bar Association
GBV investigation and prosecution	Rwanda Investigation Bureau (RIB) National Public Prosecution Authority (NPPA) Lawyers/ victim advocates
Adjudication /rendering justice to the victim	Court NPPA Lawyers/victim advocates Professional psychological counselors
Victim reintegration and restoration	CSOs Professional psychological counselors Local government entities

B. EXPLANATION OF THE ILLUSTRATIVE REFERRAL TABLE

The referral of a GBV case for justice for the GBV victims entails processes and parties working collaboratively to help the victim. These processes involve reporting, investigation, adjudication, perpetrator accountability, victim reintegration and restoration. As reflected above, the parties involve public and private entities, among them Rwanda Investigation Bureau (RIB), National Public Prosecution Authority (NPPA), Civil Society Organizations and Rwanda Bar Association (RBA).

7.2.3. Awareness Strategy

GBV awareness is key and required within the sports sector. This should be effectively coordinated from MIMISPORTS level to federations and clubs. Partners will also participate in supporting the awareness campaigns. This is all as illustrated in the table below:

Overall objective: Awareness about GBV prevention and response	Activities	Indicators	Impact
<p>Specific objectives 1</p> <p>Collaboration of MINISPORTS, MINEDUC, federations civil society and international organizations working in the area of sports in sensitizing staff and sports clubs' members on addressing GBV</p>	<ul style="list-style-type: none"> • Undertake awareness campaigns and reporting necessity • Developing GBV guidelines for every sports federation • Adverts and awareness at the beginning of sports games/ match • Establishing a GBV reporting process within federations and sports centers • Campaigns against discrimination and inequality in rights and advantages of female games and facilities instead of valuing male games only and overlooking female games • Training sports leaders on GBV, handling, accountability and legal aid on a monthly or quarterly basis in the whole sports sector • Including GBV indicators in planning and policy programming • Introduce GBV training in the national curriculum. 	<ul style="list-style-type: none"> • # of people trained/sensitized on GBV issues • # of GBV guidelines developed • # of reporting centers • # of campaigns conducted • # of trainings conducted • # of GBV indicators included • # of institutions involved in collaborative efforts towards prevention and response to GBV 	<p>Improved GBV awareness</p>

<p>Specific objective 2</p> <p>Training /Empowering athletes especially females about their rights and ways of prevention and response to GBV</p>	<ul style="list-style-type: none"> • Efforts to make equal (50/50) number of sports participants • Ensure more female players to better to be coached by fellow females instead of males so as to avoid the risk of sexual exploitation • Financing female games 	<ul style="list-style-type: none"> • # of anti GBV participants • # of female participants • # of female coaches • # number of people with tools and capacity is sports 	<p>Improved GBV awareness</p>
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7.3. THE ROLE OF STAKEHOLDERS

Sports sectors stakeholders may be partners, parents, donors, journalist, protection and investigative authorities, experts, NGOs, or people and institutions with influence in sports. They have a big role to play in preventing or even responding to GBV in the sports sector. All stakeholders must therefore each in their **legal limits and mandate** accordingly:

- (i) Ensure equal respect of rights for both male and female within sports
- (ii) Ensure commitment in the prevention and response to GBV
- (iii) Ensure utmost professional conduct whenever dealing with GBV situations
- (iv) Apply victim friendly reporting means, for example by use of anonymous and pseudo names during reporting
- (v) Desist from any GBV victim harmful responses
- (vi) Desist from any form of discriminatory tendencies
- (vii) Work towards perpetrator accountability and justice for the GBV victims
- (viii) Exhibit the highest moral standards concerning GBV cases in the Sports sector
- (ix) Engage in collaborative work in a victim centered perspective so as to collectively prevent and respond to GBV

CHAPTER EIGHT

THE SPECIAL CONSIDERATIONS



This part focuses on dealing with cases involving children, people with disabilities and adolescent victims.

8.1. CHILDREN IN THE SPORTS SECTOR

When dealing with GBV cases involving child victims, the following rules should be applied;

- (i) Make sure that the best interest of child is taken into consideration
- (ii) Communicate with the child victim by use of “friendly techniques” and permit him/her to express himself/herself
- (iii) Take any appropriate measures including security measures to protect the child against secondary victimization
- (iv) Inform the parent/guardian about the next step and available service
- (v) Involve experts to help accordingly

8.2. PEOPLE WITH DISABILITIES IN THE SPORTS SECTOR

When dealing with a case involving a person with disability (PWD) keep in mind that the victim may have communication or physical barriers that prevent her/him from explaining what happened to him/her and what they wish in terms of support. In such situations apply the following guidelines:

- (i) Get in touch with the caregiver and inform him/her about the proceeding relating to the case
- (ii) Get information about the needs of the victim and try to assist him/her or refer the case to relevant authority where applicable
- (iii) Use the victim-centered technique and listen to him, take into consideration his/her wishes, avoid putting pressure on him/her to disclose or agree anything related to his/her case
- (iv) Involve experts to help accordingly

8.3. ADOLESCENT VICTIMS IN THE SPORTS SECTOR

Within the sports sector, adolescents are likely to be more subjected to gender -based violence as opposed to mature adults who may have the experience and exposure to better respond to GBV occurrences. Therefore, special attention should be given to adolescents in the sports sector, and the following must be taken into consideration while dealing with adolescent GBV victims:

- (i) Do not make any assumption about the sexuality of the victim
- (ii) Bear in mind that the victim may deny what happened due to trauma (PTSD), so his/her story may be inconsistent. Therefore, complete it with other relevant information
- (iii) Do not make any judgment about the negative mechanism the victim may have adopted
- (iv) Reassure the victim to be strong and disclose his story as a part of his healing process
- (v) Involve experts to help accordingly and appropriately

CONCLUSION

The current guidelines document was preceded by a GBV situational assessment report and a mapping report for more potential GBV cases in the sports sector. There was also a desk top review of the existing legal and policy framework instruments that are pertinent to GBV.

The guidelines' document is built on the premises of the data collected from fieldwork which was all analyzed in the year 2023 not only in juxtaposition with the existing legal and policy framework concerning GBV in the sports sector, but the practice and uncertainties about GBV was also scrutinized.

In consideration of the above, and cognizant of the fact that the sports sector will most likely undergo change much as the data, laws and policies will also indeed be likely modified to suit the changing times. It is therefore recommended that the current guidelines be revised at least every five (5) years so as to match the dynamics of transformation and adopt the time relevance and contextual application

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