

IIHF Integrity Session



Four Integrity Pillars



Anti-Doping



Competition
Manipulation



Harassment
& Abuse



Ethics



#Together4Integrity

There's many forms of abuse.



Abuse & Harassment

Risk situations specific to Sport

- 1) A lack of education/understanding of what constitutes harassment and abuse in sport
- 2) High tolerance to physical violence and injuries
- 3) Culture of secrecy or scandal avoidance
- 4) The hierarchical nature of sport and unequal power relationship
- 5) A win at all costs mentality
- 6) A lack of safeguarding policies and procedures
- 7) Risk situations inherent to sport (e.g. showers, changing rooms, carpooling, overnight stays, etc.)



Abuse & Harassment

IN 2021, KYLE BEACH CAME OUT AS THE “JOHN DOE” IN A SEXUAL ASSAULT CASE AGAINST A FORMER COACH AND FILED LEGAL ACTION AGAINST HIS NHL TEAM FOR FAILURE TO INVESTIGATE.



- Whether verbal, non-verbal or physical
- Consent is manipulated
- YOU decide where YOUR limits are



**If in immediate danger,
Police must be notified asap.**

Sexual Harassment

Sexual Abuse



“Fat cow, whore, stupid bitch, are you sponsored by obesitas?”

“He said I was special. As long as I did exactly as he said, I would make it to the national team.”

“She’s just like that, they said. That’s just her way of coaching. The fear would make me compete better.”

“If you don’t do it, I will not select you for the upcoming lineup”

“I was so, so scared. He said he would jump of a bridge if I ever told somebody.”



- Non-physical tactics to harm, control, manipulate or intimidate
- Yelling, threats, humiliation
- We live in an online world

Serious and long-lasting effects on a person's mental health.

Psychological Abuse

Verbal Abuse






A new player/official joins the team.

Can you be sanctioned for forcing this person to drink alcohol or run down the street naked?



Hazing Rituals

- Form of induction that involved subjecting a person
- Harmful and most often dangerous practice

 **YOU** decide what is okay with you and where your limits are

YES YOU WILL!



Other Components

- **Physical abuse**
Forced activities
- **Racism and discrimination**
Actions to subordinate / prejudice individuals
- **Neglect**
Failure to provide minimum level of care
- **Complicity**
Authorizing, assisting, covering up
- **Inducement**
Instructing, encouraging



A violation may occur in-person, remotely or online!



IHF Initiatives



Integrity Workshops

Championships

- All U18 Championships
 - a) 8 in-person
 - b) 2 with WADA ADEL
 - c) 3 with IIHF Lab
- World Junior Championship (in-person)
- WW and WWIA Championship (in-person)

Camps (in-person)

- Development camps
- High performance camps

***Key; with all workshops, we will target players and support personal (coaches, GMs, etc.) separately, and all on-ice officials**



Due Diligence (Medical Supervisors and IIHF Game Officials)

Step 1: For Medical Supervisors - Application with relevant documents submitted and attestation that he/she has no violations of the IIHF Integrity Book. For Game Officials – Registration Form (similar to player registration form) attesting that he/she has not integrity violations

Due Diligence (Medical Supervisors and IIHF Game Officials)

Step 2: Challenger Integrity Screening Voice Analytics (CISVA)

- Phase One – two-part background check via (a) national system and (b) publicly available information (dark web)
- Phase Two – Identified “high-risk” individuals for a more details background check starting an (AI) Automated Questionnaire
 - Design of specifically tailored questions to illicit information related to the types of violations significant for working in IIHF events (e.g. have you ever been convicted of an Anti-Doping violation, etc.)

Respect Workshop

Mandatory 90min workshop

- For all persons IIHF assigns to IIHF Events – including Council
- Used across the IIHF, creating standards and consistent expectations for all of us as part of the IIHF family.



MNA Integrity Officer Program

The Goal


- Single point of contact for the IIHF
- Increase Integrity education / awareness raising
- Liaising with relevant national bodies/governments
- Facilitating investigations of Integrity violations

**Creating Integrity experts
for Ice Hockey for each
MNA!**



Job Description

- Available to players, team support personal and other persons involved in the Championship.
- Victims led approach to taking reports on incidents.
- Inform the IIHF of all incidents (Naomi and Ashley)
- Always put the victims first

 **YOU** decide what is okay with you and where your limits are

IIHF Medical Supervisors – Safeguarding Facilitator



- Show **empathy & listen**
- Stay **calm**
- Ask questions if needed
- **Encourage** to report
 - Anonymous
 - Assist in **reporting**
- Call **Ashley** or **Naomi**

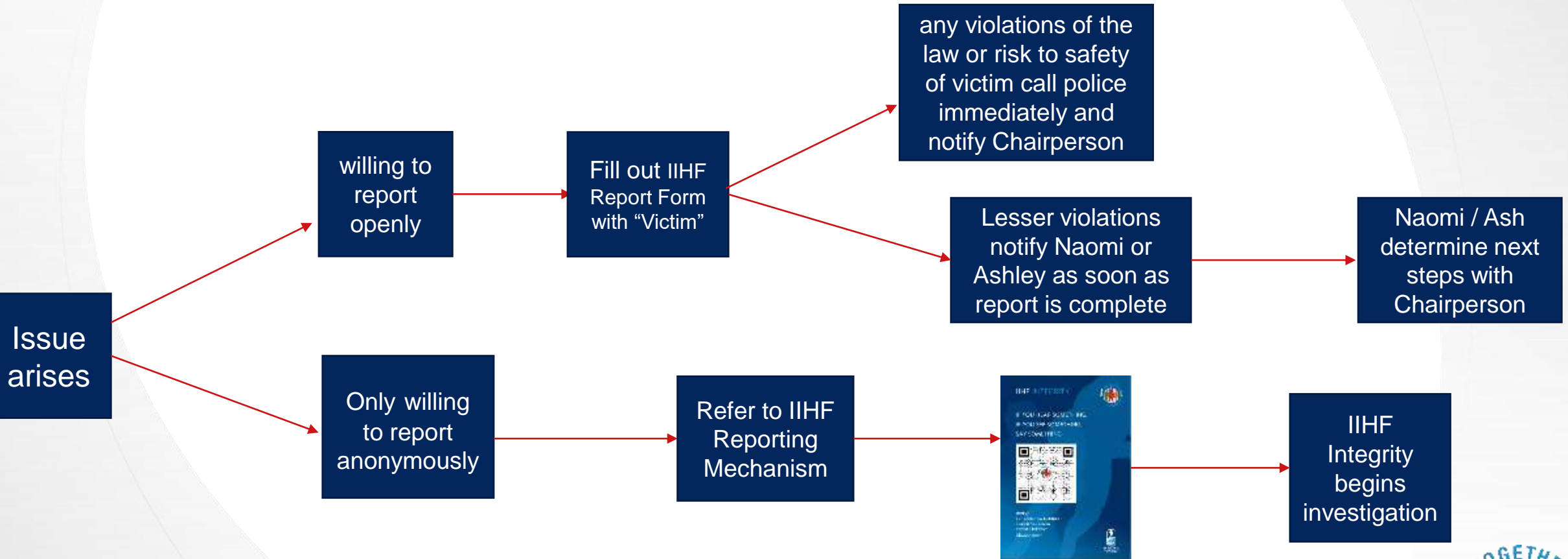


NEVER PROMISE ANYTHING

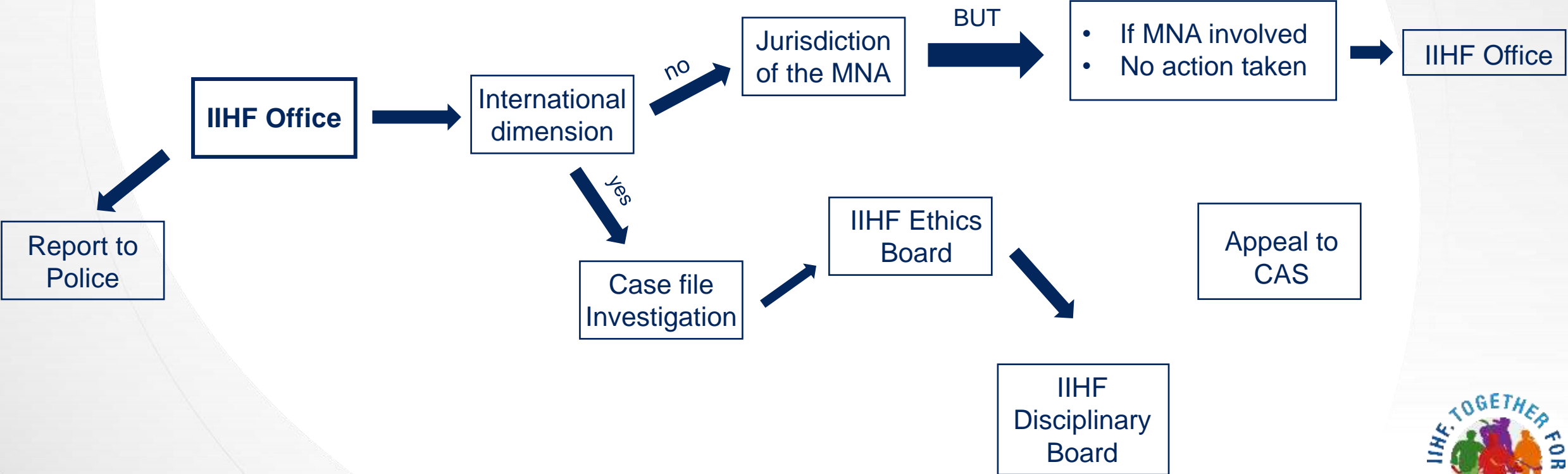
IIHF Medical Supervisors – Safeguarding Facilitator



During Championships



Investigation Procedure



How to Report?

- By using the reporting form
- By e-mail: integrity@iihfoffice.com
- By hotline: ioc.integrityline.org
(for anti-doping) WADA Speak-up! Webpage
- By telephone: +41 44 562 22 93
- By mail to: IIHF Integrity, Brandschenkestrasse 50,
Postfach 1817, 8027 Zurich, Switzerland



The screenshot shows the 'IIHF INTEGRITY REPORTING SYSTEM' web form. It includes a header with the IIHF logo and the system name. Below the header, there is a 'Submit a Report' button and a disclaimer: 'You do not need to fully complete this form for the IIHF to open an investigation. However, the more information you provide, the more likely we are to investigate.' The form is divided into several sections: 'Incident Information' with radio button options for 'Doping', 'Competition Manipulation (Match-fixing, betting, sharing of inside information, failure to report)', 'Abuse/harassment', and 'Ethical Violation (Corruption, conflict of interest, bribery, etc.)'; 'Subject of Incident' with a text box for names and contact details; 'Please give as many details as possible about the persons or organization involved in the integrity incident, e.g. job title, federation, role in ice hockey, etc.' with a text box; 'Description of integrity incident' with a text box for a detailed account; and 'Additional Material' with a 'Choose File' button and a 'Review' button.



Questions?

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