

DTB PROTECTION CONCEPT

1 Introduction

The Safe Sport Study found that one in three competitive athletes has been affected by sexual violence in the course of their career. Sexual violence is a problem for society as a whole and therefore does not stop at sport. For this reason, all member organisations of the German Olympic Sports Confederation have committed to implementing comprehensive measures to prevent sexual violence (Munich Declaration, 3.12.2010).

This protection concept of the German Tennis Federation (DTB) is intended to raise awareness and provide options for action in the event of a suspected case. Furthermore, the aim is to create a culture of looking at the situation and the associated removal of taboos, which should strengthen those affected and have a deterrent effect on potential perpetrators.

The CASES study has shown that sexual violence never occurs in isolation, but is generally always accompanied by other forms of violence. For this reason, this protection concept also takes into account other forms of violence such as psychological and physical violence. In order to include all forms of violence, the DTB speaks of interpersonal violence.

If athletes observe or experience interpersonal violence, the question arises as to whom they can then confide in. For this reason, this concept also introduces the DTB's internal contact persons who act as first-line supporters and mediators.

2 Mission statement

The DTB is committed to the well-being of all members and in particular all entrusted players. Our dealings with each other are characterized by respect, appreciation, helpfulness, courtesy and fair play.

Together, we create an appreciative environment and do not tolerate derogatory, sexist, discriminatory and violent behaviour (whether verbal or non-verbal) and take a stand together. In order to establish this culture, all athletes, coaches and parents need to be mindful, attentive and brave enough to address the issue.

3 Positioning and communication -Preamble -Articles of association & regulations

The executive committee of the DTB has decided to include the topic of "prevention of interpersonal violence in sport" as a firmly anchored task for the protection of children and young people in the association. The DTB has enshrined in its statutes (§ 2) that it condemns all forms of interpersonal violence.

The DTB is committed to ensuring that all persons entrusted to its care do not experience any form of violence or discrimination and receive protection and support from those responsible in sport.

The physical and emotional closeness that can arise in sport also poses risks for interpersonal assaults. A culture of awareness and the actions of those responsible must therefore help to encourage those affected to speak out, deter potential perpetrators and create a climate that protects children, adolescents and young adults - with and without disabilities - as well as active officials in sport from interpersonal violence.

4 Definition

Interpersonal violence describes violence in any form. A distinction is made between the following forms, which can occur individually but often also together.

Physical violence is also known as physical violence or bodily harm. Physical violence includes any form of physical aggression. Examples are

- Pushing, choking and kicking
- Hitting (with the hands or an object),
- Forcing to exercise while in pain (e.g. pushing in stretching positions)
- Holding and deliberate pushing in stretching positions
- Punishment by throwing objects

Psychological (also: mental, emotional) violence describes any behaviour that is used to humiliate, threaten or ridicule someone. Perpetrators want to belittle, humiliate, disturb and/or frighten their victims - and gain control and power over the person. It occurs particularly where people interact regularly and closely with each other. Examples include the frequent or regular or particularly intense occurrence of:

- Constant unjustified and disproportionate criticism of performance
- Annoyance
- Verbal abuse and insults
- Compulsion to engage in unhealthy behaviour
- Insufficient support and attention
- Humiliation and devaluation
- Breach of trust
- Pressure to compete despite being ill

Characteristics of psychological violence

- Often not visible, but can cause serious injury
- Often lasts a very long time before the victim becomes aware of it
- It can be accompanied by physical and sexual violence
- Makes you lonely, the victim withdraws

Sexual violence in sport usually involves various forms of exercising power through sexuality. This means that a person violates someone's privacy and satisfies their need for power with the help of sexual acts. Relationships of dependency can be deliberately exploited, and sexual violence can be carried out by adults as well as children and adolescents. It is important to note that sexual violence includes both criminal acts and behaviour that may fall into legal or ethical grey areas.

A distinction is made between the following forms:

Sexual violence without physical contact:

Sexist jokes; remarks and text messages; re-whistling; sexually suggestive remarks; stares, picture messages to the affected person or catcalls.

Sexual boundary violations:

Inappropriate approaching; touching (training and general) and massages; person affected is asked to undress (in front of others) or to be alone with them; exhibitionist behaviour.

Sexual violence with physical contact:

Kissing; sexual touching; attempted as well as performed sex against the will of the affected person.

Note: The term sexual violence is often used as an umbrella term for all inconsistently defined terms that are also used synonymously in everyday language, such as sexual violence, assault, harassment, boundary violations, abuse, etc.

Neglect also describes a not insignificant form of interpersonal violence. It describes the failure to meet the basic needs of a player/child/young person in terms of health, education, emotional development, nutrition, accommodation and safety.

5 Perpetrator strategies

To ensure that incidents of sexual violence can be better detected in the future and that there is certainty of action, it makes sense to know the perpetrators' strategies and possible indicators, as there are often no external characteristics. At this point, it should be emphasized once again that not all people should be placed under general suspicion, but that the protection of vulnerable persons in particular should be guaranteed.

Sexual violence is mostly committed by male adult perpetrators. However, one third of offenses against sexual self-determination against girls and boys are committed by (male) children and adolescents under the age of 18. However, girls and women should not be excluded as potential perpetrators. Furthermore, 75% of assaults are carried out by people known to the victim. Furthermore, not all perpetrators are pedosexual, but 2/3 of the perpetrators are situational assaulters.

Sexual violence is usually a deliberate, long-prepared and planned act. Both pedosexual and situational perpetrators rely on the trust placed in them by the institution, the parents and those under their protection. At the beginning, the resistance of the potential victim is often tested with so-called test rituals (e.g. suggestive remarks, "accidental" touching). The affected person is then systematically made to feel dependent and guilty by means of special attentions and attention. At the same time, the environment is manipulated by perpetrators presenting themselves in a particularly positive light or appearing absolutely inconspicuous, popular and hard-working. The abuse often occurs after this trust has been established, with the location being deliberately chosen to avoid any witnesses. Perpetrators often suggest that the person affected is to blame and forbid them to speak so that the sexual assault remains secret. This can be accompanied by the threat of physical violence and the reassurance that revealing the incident would have negative consequences for everyone. This is why children, adolescents and young adults need people to help them out of this situation. Furthermore, as mentioned at the beginning, perpetrators always manipulate not only the person affected but also their environment, which is why a systematic follow-up is necessary, as well as defined intervention steps in the event of emotional disclosure.

6 Contact persons, external whistleblower office and their tasks

The DTB Executive Committee appoints Dietloff von Arnim (E-Mail: dva@tennis.de), Max Birka (E-Mail: max.birka@tennis.de, telephone: 040 41178 - 212) and Eve Jansen (E-Mail: eve.jansen@tennis.de, telephone: 040 41178 - 246) as contact persons for issues relating to the prevention of interpersonal violence. The contact persons coordinate the implementation of the measures of the prevention concept and arrange contact with local and national advice centers. In addition, they act as multipliers in their association by reinforcing a culture of looking out, helping to raise awareness and informing employees about the measures and interventions. The contact details of the contact persons are published on the association's website and made known to the member organisations.

In addition, the DTB has set up an external whistleblowing office, which is located outside the DTB, association and sports structures. This whistleblowing office can be contacted as follows:

Lawyer Felix Rettenmaier
hinweisgeberstelle@rettenmaier-frankfurt.de
069 874030010

The whistleblower office is available to full-time employees, honorary functionaries, business partners and external third parties as an independent point of contact. This group of people can contact this office at any time with information (including anonymously) about a violation of the law or a violation of internal regulations by full-time employees or voluntary functionaries.

7 Rules of conduct for dealing with protected persons in the German Tennis Federation (DTB)

These rules of conduct serve both to protect the well-being of children, adolescents and adults and to protect employees from false suspicion. The rules of conduct were drawn up on the basis of the risk analysis (see Appendix 1).

1. Sense of responsibility

Through my work in the association, I assume responsibility for the welfare of the children, young people and adults entrusted to my care. I take the duty of supervision entrusted to me seriously and act consciously in order to avoid or avert risks to the well-being of the children, young people and adult charges. It goes without saying that I always act in compliance with current youth protection regulations.

2. Transparency

When dealing with minors, I create the greatest possible transparency in all situations in order to give athletes and guardians security and build trust. I use the "six-eyes principle" or alternatively the "open door principle", especially for Individual training sessions, trips to training/competitions, training camps, etc.

3. Physical contact

I limit physical contact (assistance, consolation, congratulations, injuries, etc.) to what is appropriate from a sporting and pedagogical point of view and make sure that it is wanted by the athletes and is not unpleasant for them. In addition, I announce assistance in advance and explain why it is necessary in order to give the person the opportunity to speak out against it. I respect the individual boundaries of each person and also refrain from actions immediately if I perceive unexpressed discomfort.

4. Showering and changing

I do not get changed together with the athletes and do not shower with them. If it is necessary to enter the changing rooms, I knock beforehand, wait for permission and ask the children to put something on. Only an adult of the same sex should enter the changing room. If there are no separate changing facilities for the caregivers, I only use the changing room as a changing room before or after the athletes.

5. Overnight situations

When staying overnight (as part of a training course, competition trip, etc.), I do not sleep in the same room as the participants. Girls and boys are always accommodated separately. When entering the dormitories, I respect the privacy of the children, young people and adults under my protection (always knock).

6. Taking them into the private area

I do not take any children/young people for whom I have a duty of supervision as part of my work in the association into my private area (house/apartment, garden, hotel room, etc.) unless there is an agreement to this effect with their legal guardians (here too: "six-eyes principle").

7. Equal treatment of athletes

I treat all athletes equally. My care and attention (gifts, nicknames, etc.) do not exceed the pedagogically reasonable level and are distributed equally and comprehensibly among all (underage) athletes entrusted to me.

8. Communication

Communication in written and verbal form with the children, adolescents and adults under my protection should focus on topics relating to sports operations. I do not share private secrets or confidential information with the (underage) athletes.

9. Data protection and image material

I handle the athletes' private data responsibly and do not pass it on for commercial purposes etc. unless there is an agreement to this effect (with the parents or guardians). Likewise, I do not take pictures of athletes in inappropriate situations (clothing/poses) or distribute images against their will. I do not show or distribute any image or video material with lewd content to the athletes entrusted to my care.

10. Use of language

I pay attention to my use of language by not using discriminatory language - in any form whatsoever. I do not use sexual terms and find an appropriate choice of words, e.g. to vent my anger.

11. Boundaries

I respect the personal boundaries of all children, young people and adults entrusted to my care and open up the space for dissent ("No means no").

12. Deviation from the rules of conduct

If a deviation from one of the protection agreements is made for well-considered reasons, this must be discussed with at least one other trainer, supervisor or employee. The reasons must be discussed critically. I will only act accordingly if there is mutual agreement on the sensible and necessary deviation from the recognized rule.

13. Intervening and reporting in cases of conflict and suspicion

The protection of children and young people have the highest priority, which is why I actively intervene in acute moments of danger. If I become aware that these rules are being violated within the club/association, or if there are indications that the welfare of children and young people is endangered in any way, I will contact the contact persons listed below.

8 Suitability of employees (certificate of good conduct/ code of ethics)

Part of the prevention of interpersonal violence is to make it more difficult for potential perpetrators to gain access to sports institutions and possible victims. This is to be ensured by providing a certificate of good conduct, signing the code of honour and taking the topic into account when recruiting new employees.

Certificate of good conduct:

According to the Federal Child Protection Act, which came into force on 1 January 2012, organized sport must make regulations for the exclusion of persons with a relevant criminal record in accordance with §72 s SGB VIII. For this reason, all full-time, part-time and voluntary employees who work in youth and competitive sport must submit the extended certificate of good conduct before starting work or supervision. The extended certificate of good conduct must also be inspected for all existing employees. In order to ensure that the certificate of good conduct is up to date, it must be submitted again every 5 years.

Code of honour:

Signing the code of honour helps to create an awareness for the protection of children and young people and obliges to adhere to ethical principles of an age-appropriate education and training style. The DTB uses the code of honour published by the DOSB. All full-time, part-time and voluntary employees of the association are obliged to sign this code of ethics before starting their work.

Consideration of the topic when recruiting new employees:

The importance of the topic of preventing interpersonal violence in the association is made clear in the first job interview in order to enter into a discussion with applicants in this regard, to be able to better assess the applicants and to act as a deterrent for potential perpetrators

9 Qualification of the association's employees

In addition to point 8 "Suitability of employees", the prevention of interpersonal violence should also be discussed on an ongoing basis during the employment relationship. In order to provide all employees with the best possible information about the protection concept, the topic should be introduced at staff meetings. Here, the concept and its measures are explained to all employees and their attention is drawn to the available materials. The contact persons for PSG see it as their task to inform employees and members about news and to be available to answer questions. In addition, all employees receive further training organized by the DTB

from an external expert on the prevention of interpersonal violence in order to raise their awareness of the topic.

The contact persons for the prevention of interpersonal violence in sport take part in specific training courses every two years. The costs are borne by the association.

10 Acquisition, maintenance and withdrawal of licenses

All persons who participate in the training and further education for tennis coaches (A-coaches, B-coaches and C-coaches) by the DTB are obliged to sign and submit the code of honour before the license is issued or renewed. In addition, the topic of prevention of interpersonal violence in sport is integrated into coach education and training courses. The aim should be to integrate the prevention of interpersonal violence into all levels of coach education in the long term.

In the event of a possible violation or suspected violation of the Code of Ethics, the license can be temporarily withdrawn by the training association. Prior to the withdrawal, a discussion will be sought with the affected person to give them the opportunity to comment on the allegation. If there is a concrete violation (e.g. a conviction), the license will generally be withdrawn.

11 Intervention guidelines

This intervention guideline covers all possible measures after a suspected or concrete incident of sexual or interpersonal assault has become known. It is important that all parties involved "keep calm" and that the needs of the affected person are addressed so that nothing happens against their will (secondary victimization). In addition, external counseling centers should always be involved, where anonymous counseling is possible, as well as the official contact persons of the umbrella organisation. It should also be noted that there is an obligation to act, but not an obligation to report; the involvement of legal counsel is recommended in any case. Furthermore, a discreet approach must be observed, as there is both victim and perpetrator protection.

The individual intervention steps are described in detail below:

Systemic processing with professional support

Due to the fact that an incident of sexual or interpersonal violence can result in highly emotional dynamics in the entire association, the facts of the case must be dealt with conscientiously. The investigation should also be used to further develop preventative measures.

Finally, no measures should be taken without professional advice and assistance.

1. Check the source and reliability of the suspicion

Rumors, complaints, insinuations and concrete indications of interpersonal violence must be investigated sensitively. The objective examination of these, including the assessment of the immediate risk situation and the subsequent measures must have the prioritized goal of protecting the affected person. It is important to proceed discreetly and to leave the questioning of the affected person to specialist personnel.

2. Listen and believe

An important reaction of the official or elected contact person to the disclosure is to listen and believe.

3. Documentation

In addition, all statements and suspicions should be documented from the outset. An observation or conversation log of the behavior and statements of the reporting person should also be prepared. It is also advisable to document the steps taken.

4. Consultation with the affected person about all measures

The affected person/reporting person should be informed of all intervention measures, ensuring that nothing is done against the person's will as far as legally permissible.

5. Contact with internal contact persons

If the internal contact persons have not been chosen by the affected person as a person of trust, the official contact persons should still be involved and used as initial support if there are no objections and the affected person agrees.

6. Breaking off contact with the assaulted person

In order to create safety and to protect those involved, contact between the perpetrator and the person affected should be broken off if desired.

7. Clarify your own emotional state, observe your own boundaries and seek support if necessary

As interpersonal violence is a highly emotional issue that often goes hand in hand with being "affected by the system", it is important to clarify your own emotional state. You should also set boundaries in good time, as you are neither the therapist nor the representative of the justice system. External counseling centers or the official contact persons can also be consulted here.

8. Contact the specialist advice centre

In order to be able to act quickly and effectively, a network of helpers should be implemented in advance (possibly a cooperation agreement). It should be noted that specialist advice centres usually provide advice free of charge and anonymously. On the other hand, the investigating authorities (police and public prosecutor's offices) are regularly obliged to initiate investigative proceedings; this should therefore always be discussed in advance with the affected person (and parents) and in consultation with the counseling centre.

9. Informing the board of directors according to specifications

The association management should be informed by the contact persons about observed incidents and suspicious facts with the consent of the affected person. In addition, further action must be agreed with the association management.

10. Contact with legal counsel

Contact with a suitable legal advisor should already exist prior to a suspicion or incident (cooperation agreement). This lawyer should always be consulted in the event of a concrete suspicion in order to discuss further legal steps.

11. Internal information/education (observe data protection)

The members should be informed proactively, but the anonymity of the victim and perpetrator must be preserved. To prevent further questions, reference should be made to the ongoing proceedings.

12. Public relations work

Before a press release is published, it should be legally checked. The personal rights of the victim and perpetrator must be respected in press releases. In order to restore or strengthen trust in youth work, it is recommended to explain the individual intervention steps and measures.

12 Complaints management and evaluation of association measures

Due to the young nature of this topic in sport, it is particularly important to us to continuously improve the support measures. For this reason, we are open to constructive criticism in order to provide you with the best possible information and assistance.

You can contact us by telephone on 040-41178-212 (Max Birka) or 040-41178-246 (Eve Jansen) or send us an e-mail and express your criticism, your wishes or your need for max.birka@tennis.de and/or eve.jansen@tennis.de.

It is possible to obtain information on the DTB website, where the contact persons, external offers of help, the rules of conduct for coaches and the mandatory code of honour are listed.

An anonymous online survey has been created to evaluate the well-being of athletes during training and competitions offered by the association and to provide the opportunity for other complaints or comments. The link to this survey will be sent to all invited players together with the invitation to the measures. The results of the complaints management will be systematically evaluated.

13 Appendix 1: Risk analysis

The DTB's contact persons for the prevention of interpersonal violence in sport have carried out a risk analysis together with an external sports psychologist (dsj list of experts). The advantage of this is that the DTB's particular risk situations were critically examined from both an internal and external perspective and suitable rules of conduct were subsequently drawn up.

The following risk situations were identified:

- Minors under protection, dependency relationships
- High performance status (high investment in career, goals, dependency, close cooperation)
- Physical contact (award ceremonies, assistance, etc.)
- Training
- Changing room and shower situations
- Competition trips and training camps (overnight situations, trips, togetherness etc.)
- Individual sport (frequent 1-to-1 support (training, competitions, etc.)
- Little control of coaches and supervisors
- Taboo surrounding the topic of sexual violence in sport