



Safe to Speak
Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport





How to use this Toolkit

This Guide has been designed for on-screen use, with interactive features tailored to a digital environment. Use the top navigation menu to jump between sections, or the forward and back arrows to move page by page. The Contents page has live links that take you directly to the section you need, and clicking the project logo on any page will always return you to the Contents. On mobile devices, where the top menu isn't available, simply use the arrows, Contents links, and logo shortcut.



This icon denotes where Evidence-based research or interviews were undertaken.



This icon identifies external and internal links.

Contents

03 The Team Behind the Toolkit

04 Acknowledgements

Introducing the Toolkit

05 Introduction

05 The Toolkit

06 Lived-Experience Centred and Informed by Evidence

Gender-Based Violence in Sport and its Impact

07 Setting the Scene

07 What is Gender-Based Violence?

08 The Impact of Gender-Based Violence

The Current State of Play

09 Sport Policy and Managing Bodies

10 What SIA Can and Can't do

11 Outside the Remit of Sia

Best Practice Principles for Responding to Gender-Based Violence

12 5 Best Practice Principles

16 Why this matters for NSOs

Responding to Disclosures

17 Core Principles to Follow

18 Responding in the Moment

19 Connecting to Support

20 Record and Report

21 Response Examples: Online Disclosure

22 Response Examples: Face-to-face Disclosure

23 Advocating for Change

Support the Responders

24 Vicarious Trauma

25 Supporting Responders

Reflection and Readiness

26 Case Study 1: Supportive Response

27 Case Study 2: Harmful Response

28 Case Studies: Key Insights

29 Is Your Organisation Ready?

30 5Ps Checklist

32 Roadmap: The Journey to a Good Response

References

33 Evidence-based References



The Team behind the toolkit

This work was carried out by an interdisciplinary research team with expertise in gender, sport, health, and institutional responses to violence:



**Associate Professor
Kirsty Forsdike**

Researcher specialising in organisational responses to gender-based violence. Kirsty led the project, whilst also conducting the research review and interviews.



Dr Natalie Galea

Natalie Galea’s research focuses on organisational responses to gender equity and human rights in sport and other male-dominated fields. She conducted the policy analysis for this project. Natalie is an Olympian.



**Associate Professor
Mary Woessner**

Researcher specialising in sport science and trauma-informed practice. Mary conducted the research review and provided expertise on the well-being of responders.



Dr Samantha Marshall

Researcher specialising in gender equality and sexual violence prevention. Samantha conducted the policy analysis and supported all components of the project.



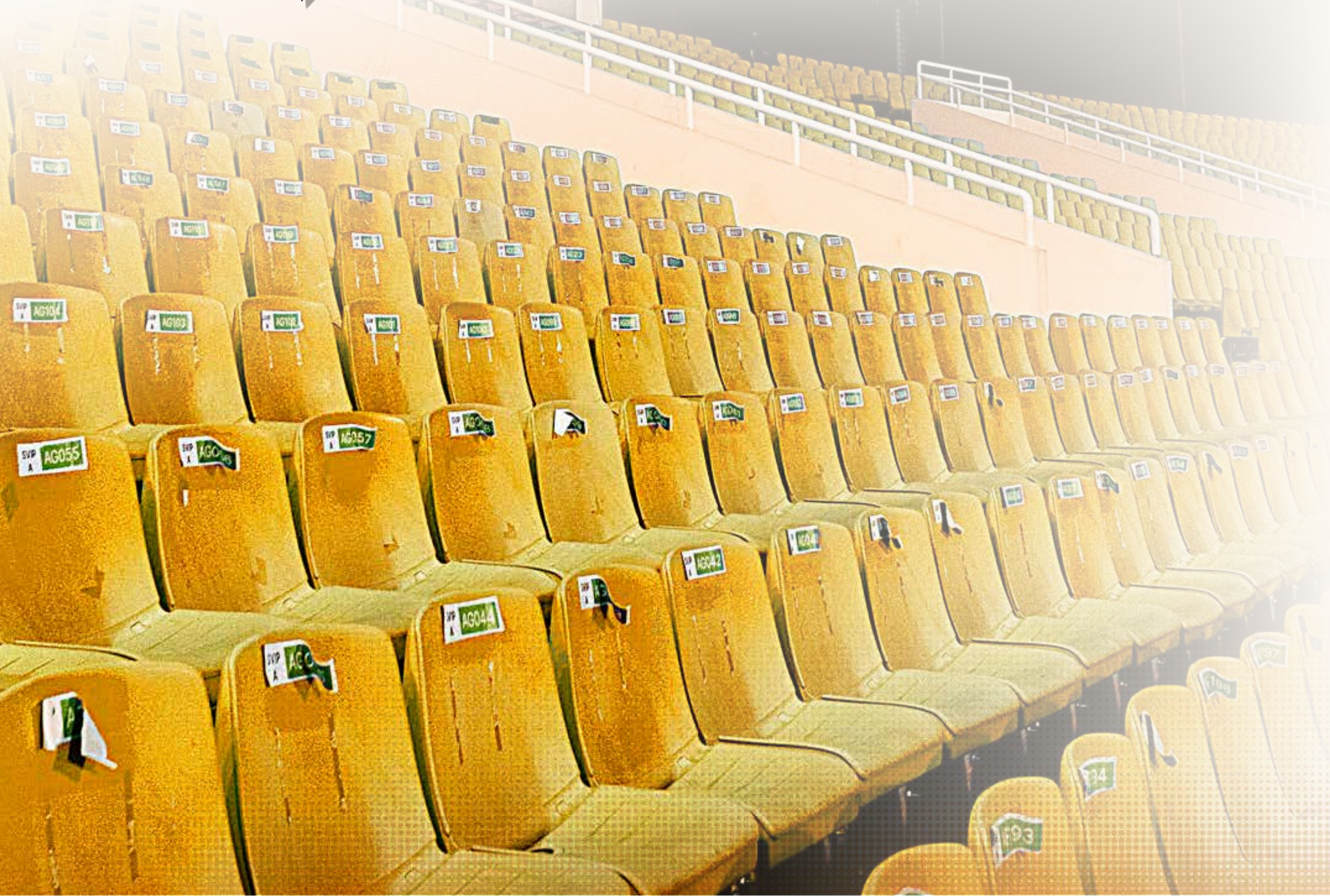
Dr Aurélie Pankowiak

Researcher in community sport responses to child abuse and victim-survivor inclusion in safeguarding in sport research, policy and practice. Aurélie conducted interviews with women and contributed expertise on the lived experience voice.

Together, the team represents a blend of disciplinary expertise and a shared commitment to gender equity and safer sport.

Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport



Acknowledgments

Acknowledgement of those with lived experience of gender-based violence

We extend our sincere thanks to the women and gender diverse individuals who generously shared their time, experiences and insights. Your contribution enriched this research and helped shape a deeper understanding of the issues and responses to gender-based violence in sport.

Acknowledgement of practitioners

We also extend our thanks to those working in integrity in sport and the time they gave to provide their insights into the existing policies and practices, as well as their own sometimes challenging experiences in responding to gender-based violence. We also thank Sport Integrity Australia for their support of the project and their review of this Toolkit.

Acknowledgement of funders

This research was funded through an Advanced Olympic Research Grant from the IOC Olympic Studies Centre (Olympic Foundation for Culture and Heritage)

Suggested Citation

Forsdike, K., Galea, N., Woessner, M., Marshall S., Pankowiak, A. (2025). *SAFE TO SPEAK. BOUND TO ACT. Acting on Disclosures of Gender-Based Violence in Sport: A practical guide for responding to disclosures.* La Trobe University.

Document Design

Thanks to Brad Welsh at the Büro of Ideas for the design of this important document.

Address for correspondence

A/Prof Kirsty Forsdike
La Trobe Rural Health School
La Trobe University
Flora Hill
VIC 3552
Email: k.forsdike@latrobe.edu.au

This Toolkit has been designed to support organisations. Protection of the authorship, rationale and intent of the Toolkit is important. When you refer to or apply some or all of this Toolkit, please use the suggested citation provided. If you make material changes to the Toolkit, please seek consent from the authors by contacting the lead author at k.forsdike@latrobe.edu.au



INTRODUCING THE TOOLKIT

Introduction

Sport is one of Australia’s most visible and celebrated social institutions. It is also a place where women and gender diverse people can experience harm in the form of gender-based violence¹. These experiences undermine women and gender diverse people’s safety, well-being, and their ability to fully participate².

The persistence of these harms shows an urgent need for stronger, more consistent, and more effective ways to respond when a woman or gender diverse person discloses and reports their experience. This toolkit aims to help National Sporting Organisations to do this.

While sport policies and procedures currently exist for individuals and organisations to respond to interpersonal violence and discrimination occurring within sport in Australia, these are fragmented, constrained, or not implemented in ways that meet women and gender diverse people’s needs.

The women and gender diverse individuals we spoke to told us that the current procedures made them feel unsafe, were difficult to understand and that as a result, they did not trust them. Some even were additionally traumatised by the processes. Those we spoke with who work across safeguarding and integrity in sport described feeling constrained in what they could do and, in some cases, felt under prepared for what they were facing.

This highlights that current policies and procedures to respond to women and gender-diverse people disclosing gender-based violence have limitations, gaps and need improvement. Those working in sport need support through practical guidance. This toolkit was developed to address these gaps and provide this guidance.

The Toolkit

Drawing on the research and those we spoke with, this toolkit will:

- Provide practical trauma-informed tools.
- Help organisations create safe reporting pathways for women and gender diverse people.
- Provide guidance on developing tailored policies.

This toolkit was developed primarily for individuals in leadership roles in National and State Sporting Organisations (NSO and SSOs), to take concrete steps toward creating safer reporting mechanisms and overall safer and more equitable sporting environments across their sports. They may wish to use this Toolkit to raise awareness and develop tools for those working in leadership positions across all levels of their sport (including safeguarding and integrity managers, gender-equity strategy managers, member protection officers).

Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport

INTRODUCING THE TOOLKIT

Lived-Experience Centred and Informed by Evidence

The toolkit places the knowledge of women and gender diverse people who have experienced gender-based violence at the centre.

It is also survivor-led, with some of the women on the research team being victim-survivors of gender-based violence in sport. The toolkit was informed and reviewed by women and gender diverse individuals who have felt disrespected, unsafe or harmed in sport. They come from all levels of sport and include athletes, coaches, officials, volunteers, administrators and board members. Their insights shape each section, ensuring that recommendations are practical, trustworthy, and aligned with their needs. Without their knowledge and feedback, this toolkit would not exist. We owe them a debt of gratitude.


 This icon denotes where Evidence-based research or interviews were undertaken.

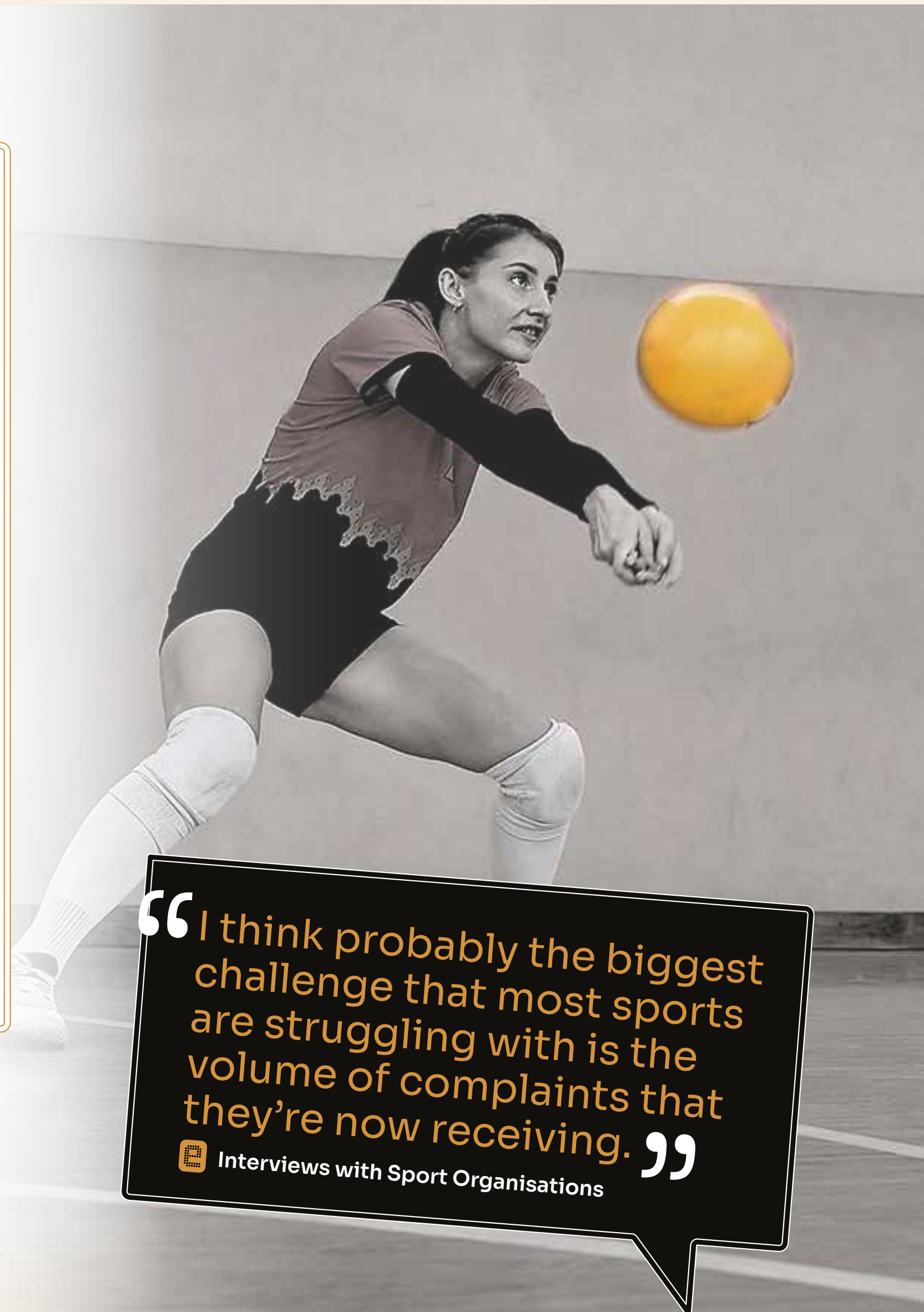
Scientific evidence underpins the toolkit. This includes:

Research and Policy Review:
We looked at global studies and evidence-based guidelines to determine best practice principles when responding to gender-based violence. We also reviewed Australian sport policies to see what is missing or needs improvement.

Interviews with Policy Experts:
We spoke with 18 people who work across sport policy and integrity. They told us about the challenges they face and what support they need to improve practices.

Interviews with Women and Gender Diverse People in Sport:
We interviewed 27 women and gender diverse people from different sports. They shared their stories of disclosing gender-based violence in sport and gave advice on what safe and respectful responses should look like.

 **By bringing together lived experience** of gender-based violence in sport, sport practitioners and policy makers, and research, this toolkit gives sport organisations a strong and trustworthy guide to better respond when women and gender diverse people report harm.



“I think probably the biggest challenge that most sports are struggling with is the volume of complaints that they’re now receiving.”
 Interviews with Sport Organisations

Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport


GENDER-BASED VIOLENCE IN SPORT AND ITS IMPACT

Setting the Scene

Sport is at the heart of Australian society and culture. It brings communities together and offers many ways to participate - through playing, volunteering, officiating, or managing. It can also inspire excellence.

But sport is also a place where gender-based violence happens - from subtle forms of exclusion and disrespect to harassment, intimidation, and abuse³. This happens to women and gender diverse people across all levels of sport and all forms of participation.

“People aren’t skilled in understanding what gender-based violence looks like. Because it isn’t always, ‘we didn’t hit her’. It’s like, ‘no, you sure didn’t. But you made her feel unwelcome every single time she walked in the room.’”

 Interviews with women and gender-diverse people in sport.

What is Gender-Based Violence?

In this toolkit, gender-based violence refers to any harm, including physical, sexual, psychological, or economic, perpetrated against a person based on their gender identity or perceived gender, that is rooted in unequal power relations and societal norms. While gender-based violence is an umbrella term that can also include violence against men and boys who do not conform to dominant masculine norms, our focus is on gender-based violence against women and gender-diverse individuals reflecting how they face disproportionate power imbalances and harm.

What Gender-Based Violence in Sport Looks Like

Gender-based violence in sport spans a broad range of behaviours: from gendered jokes, body-shaming, and social exclusion, to sexual harassment, physical abuse, and rape.


Gender-based violence in sport includes examples such as:

Verbal abuse: sexist jokes, body-shaming, name-calling.

Emotional abuse: forced weigh-ins, restrictive diets, pressure to conform to appearance standards.

Sexual harassment and assault: unwanted touching, coercion, threats, rape.

Exclusion and intimidation: sidelining women and gender diverse people from leadership, decision-making, or team activities.

 **These behaviours affect** athletes, coaches, officials, volunteers, and administrators from grassroots clubs to elite competitions.

Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport

GENDER-BASED VIOLENCE IN SPORT AND ITS IMPACT

The Impact of Gender-Based Violence

The rates of gender-based violence in sport are high. Current research from around the world shows that 26% to 74% of women have experienced some form of psychological, physical or sexual violence in Sport⁴.

Gender-based violence in sport is a human rights and a public health issue. The impact can be profound⁵.

Physical and emotional harm: injuries, anxiety, depression, erosion of self-worth, social isolation, disordered eating.

Reduced participation: many women and gender diverse people leave sport due to unsafe or unsupportive environments.

Loss of talent and leadership: gender-based violence drives women and gender diverse people out of sport, weakening teams, clubs, state and national sporting organisations and the broader sporting ecosystem, further contributing to gender inequity.

Understanding how gender-based violence shows up in sport helps inform better prevention and responses for sport organisations, the aim of this toolkit.

“We kind of just had no more choices. It was really just, ‘do we just like go our separate ways and the team will just fade away and there won’t be a regional town women’s team?’”

Interviews with women and gender-diverse people in sport.

“And it was like this really traumatic thing. So, I think I only played one or two more games last year, after that, because I felt really uncomfortable.”

Interviews with women and gender-diverse people in sport.


Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport

THE CURRENT STATE OF PLAY

Sport Policy and Managing Bodies

There are existing policy frameworks and legislation that play a part in addressing gender-based violence. This toolkit does not cover the broader Australian federal and state-based legislation landscape. It will focus on the frameworks related to integrity in sport.

 **The main organisations** managing integrity in sport, across policy and practice, are Sport Integrity Australia (SIA) and National Sporting Organisations (NSOs).


Sport Integrity Australia

Sport Integrity Australia (SIA) plays a key role in addressing integrity issues in Australian sport. Established through the Sport Integrity Australia Act 2020, SIA brought together the Australian Sports Anti-Doping Authority (ASADA), the National Integrity of Sport Unit (NISU), and the national integrity programs of Sport Australia (now known as the Australian Sports Commission) into one organisation.

SIA developed the National Integrity Framework (NIF).

This framework formalises processes for breaches of integrity in sport through a suite of policies. These policies include:

- Safeguarding of Children and Young People Policy,
- Competition Manipulation and Sports Wagering Policy,
- Member Protection Policy,
- Improper Use of Drugs and Medicine Policy,
- Complaints, Disputes and Discipline Policy.

 **National Sporting Organisations (NSOs)** in Australia can adopt the NIF or have their policies reviewed against a series of policy standards by SIA.

 Interviews with Policy Experts.



Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport

THE CURRENT STATE OF PLAY

What SIA Can and Can't do

What Sport Integrity Australia CAN do

As a signatory to the NIF, sports and their members have access to SIA's independent complaint handling system.

SIA can manage complaints on behalf of an NSO:

that has adopted the NIF;

where the conduct took place after the NSO adopted the NIF; and,

where the conduct is a breach under a) Discrimination (based on a protected characteristic) under the Member Protection Policy; or b) the Safeguarding Children and Young People Policy.

What Sport Integrity Australia CAN'T do

Gender-based violence against adults falls outside of SIA's remit, unless it can be proven to be discrimination based on sex or gender (as a protected characteristic) and that the gender-based violence impacted or voided the victim-survivor's fundamental human right to participate in sport.

Anything outside of SIA's remit reverts back to the relevant NSO.

For example, SIA cannot manage a complaint if:

a woman reports sexual abuse - because sexual abuse is not covered by the definition of discrimination of a protected characteristic, and the woman is over the age of 18 years;

a gender diverse person over the age of 18 reports physical abuse when attending their Basketball club - because Basketball has not signed up to the NIF

a woman reports sexual harassment by a Triathlon coach that happened in 2015 - because the incident occurred before AusTriathlon signed up to the NIF.

In these cases, the woman or gender diverse person would need to report to the sport in which the incident happened. In cases of sexual assault, SIA will not manage the complaint but, as a potential criminal offence, will refer the matter to the police during triage of the complaint.





THE CURRENT STATE OF PLAY

Outside the Remit of SIA

For all cases that do not fall within SIA’s remit and the Member Protection and Safeguarding of Children and Young People Policies, the relevant NSO should have their own policies and processes. These may be covered within a code of conduct, code of ethics, or ethical behaviour bylaws.

While SIA plays a central role, its remit has limits.

Local sports clubs and associations therefore play a significant role in responding to gender-based violence. They are often the first point of contact for individuals who have experienced or witnessed gender-based violence and through which any response will take place.

Local clubs are expected to follow their own guidelines and policies, often set by their respective League, State or National Sporting Organisations or Sport Integrity Australia, if their sport has signed up to the NIF.

Interviews with Policy Experts.

Alternatives to reporting to a local club or association, State or National Sporting Organisation, or SIA include external organisations, such as:

The Police, if the report relates to a crime such as sexual assault

Workplace safety organisations such as FairWork Australia or a relevant State organisation such as WorkSafe Victoria.

In the next section we provide tools to sport organisations seeking guidance on how to strengthen their policies and practices so they can be ready to respond to a disclosure of gender-based violence.

If the woman or gender diverse person does not want to report to a sport organisation, the police or other formal reporting organisation, they may prefer to seek support from organisations such as:

Health care services, e.g., their General Practitioner

Gender-based violence response services such as 1800 RESPECT, Blue Knot Foundation, InTouch, Men’s Referral Service, Centre Against Sexual Assault

Trauma and mental health services such as Lifeline

Gender-diverse support services, such as QLife

Workplace employee services such as Employee Assistance Programs


Safe to Speak, Bound to Act.


Acting on Disclosures
of Gender-Based
Violence in Sport

BEST PRACTICE PRINCIPLES FOR RESPONDING TO GENDER-BASED VIOLENCE

5 Best Practice Principles

Best practice responses to gender-based violence are grounded in evidence-based guidelines in sectors where disclosures of harm are common. These include trauma-informed approaches from mental health, child safety standards, and responding to violence against women in healthcare. These principles have been adapted to the sport context to guide safe and respectful responses when someone discloses and reports.

 **This section breaks down best practice principles into five clear steps⁶.** Each step explains what it means, why it matters, and what NSOs can do to respond safely.

 **Research and Policy Review.**
Interviews with Policy Experts.
Interviews with women and gender-diverse people in sport.



What it means

The process of reporting abuse or harm should be simple. The process should be easy to find and understand as well as safe to follow.

Make Reporting Easy

Why it matters

If reporting systems and processes are hard to find, written in complex language, or only available in English, people may not disclose or report. Making things clear, easy to understand, accessible and transparent builds trust and may increase the likelihood of people reporting and seeking help. Those who have experienced gender-based violence need to know:

Who can I talk to?

What will happen next?

Will I be believed and safe?

What NSOs can do



Add a highly visible “Report an Incident” button to your website homepage.

Have visible “Report an Incident” posters at facilities and events.

Write in plain English and make resources available in multiple formats (e.g. large print, audio, translated versions).

Create a visual guide (like a flowchart or infographic) showing what happens after someone reports abuse.

Train staff and volunteers to respond consistently, safely, and respectfully.

Make sure reporting is welcoming and respectful to people from all backgrounds - this might include working with Aboriginal and Torres Strait Islander liaison officers, multicultural support workers, or disability accessibility officers.

Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport

BEST PRACTICE PRINCIPLES FOR RESPONDING TO GENDER-BASED VIOLENCE

5 Best Practice Principles

“The systems are still written by those who don’t understand. They’re written in corporate and legalese”
Interviews with Policy Review.

“They are old policies. They need to be re-looked at. All the policies say like ‘he’ or ‘him,’ because it was when the men’s team was there and obviously every football club is based around the men’s team”
Interviews with women and gender-diverse people in sport.



What it means

Policies should support those disclosing gender-based violence, be easy to understand, and responsive.

Write Clear & Fair Policies

Why it matters

Policies that are too legal or vague often protect organisations more than people. Victim-survivor-centred policies build trust and credibility.

What NSOs can do



- Design policies** with victim-survivors and gender equity advocates.
- Keep policies short** and practical, in accessible language, with plain language summaries for athletes, coaches, and administrators.
- Acknowledge and train staff** on the gendered drivers of violence (e.g. power imbalances, gendered stereotypes, unequal gender representation in leadership roles).
- Include clear timelines** that are adhered to (e.g. “We will respond within 48 hours”).
- Explain** if, when, how and why complaints are referred to independent bodies like SIA.

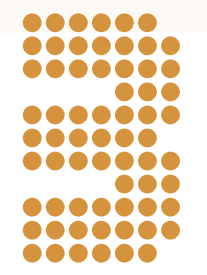
Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport

BEST PRACTICE PRINCIPLES FOR RESPONDING TO GENDER-BASED VIOLENCE

5 Best Practice Principles

Choice and Autonomy



What it means

When someone reports abuse, they should feel supported, respected, and in control of what happens next.

Why it matters

Reporting gender-based violence can be a difficult experience. Victim-survivors often feel vulnerable or unsure. Providing choices and support, and communicating frequently and transparently, helps them feel safe and respected.

What NSOs can do



Offer different ways to report formal, confidential, or anonymous – with clear explanations as to how they may be managed differently.

Let victim-survivors choose who they speak to (e.g. a woman contact person or independent case manager).

Provide access to or support referral to counselling, peer support, or specialist services.

Allow victim-survivors to decide how involved they want to be in any investigation or disciplinary process, and to have support people or advocates.

Share clear and detailed information about their rights and options from the start.

Respect their choice in how they pursue reporting the issue.

Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport

BEST PRACTICE PRINCIPLES FOR RESPONDING TO GENDER-BASED VIOLENCE

5 Best Practice Principles

“That’s why I’ve stopped engaging with them because I’ve just said, ‘I don’t trust this organisation,’ to be honest”

🗣️ Interviews with women and gender-diverse people in sport.



What it means

Put the person who experienced harm at the centre of the response.

This means listening with respect, responding with empathy, ensuring cultural safety and avoiding actions or language that could cause further harm. Recognise that the sport organisation is in a position of power over the person disclosing, who has almost none in the process. This is often called providing a trauma-informed response.

Respond with Care & Respect

Why it matters

Poor responses can further traumatise victim-survivors. A trauma-informed approach helps people feel heard, supported, and safe. This makes it more likely they will come forward and engage in the process.

What NSOs can do



Train staff to listen respectfully and avoid judgmental questions.

Provide trauma informed response training to staff who are responsible for handling reports of gender-based violence.

Thank people coming forward for their trust and courage in sharing their experiences.

Protect their privacy and avoid making people repeat their story by having processes that ensure key information is captured whilst promoting confidentiality.

Be mindful of power dynamics and aware of their influence”. It’s an important one to keep.

Be aware of and avoid conflicts of interest.

Use kind, clear language and avoid legal jargon.

Take every report seriously and respond with care and respect.

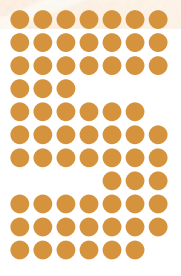
Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport

BEST PRACTICE PRINCIPLES FOR RESPONDING TO GENDER-BASED VIOLENCE

5 Best Practice Principles

Keep Improving



What it means

Policies and any supporting information and guidance on those policies should be regularly reviewed and improved. Policies shouldn't be written once and forgotten."

Why it matters

Unused or outdated policies don't protect people. Ongoing revision and sharing of policies build trust and ensure systems remain victim and survivor centred.

What NSOs can do



- Review complaints processes frequently**, at least yearly.
- Strengthen policies** such as the code of conduct, code of ethics, or ethical behaviour bylaws to provide NSOs with clear actions to take when matters sit outside the NIF.
- Keep confidential records** of complaints to track patterns and prevent repeat harm.
- Develop pathways for information** sharing with other sports organisations where appropriate.
- Check how issues are handled** and update policies when new information becomes available.
- Publish a yearly report** (without naming individuals) showing what actions were taken.
- Ask external experts**, including people with experience of gender-based violence, to review policies and provide feedback.
- Include victim-survivors in feedback** and evaluation processes.
- Seek input from people** who have used the reporting system to improve accessibility and safety.

Why this matters for NSOs:

These five principles offer a foundation for change. Existing policies are often overly complex, do not take gender into account, or are disconnected from the real experiences of women and gender-diverse people who experience gender-based violence.

Adopting these principles will provide a clear, practical pathway to improve responses.

Implementing these best-practice principles will:

- Make it easier for athletes, coaches, volunteers, and staff to safely report abuse,
- Help organisations meet community expectations for accountability and transparency,
- Reduce the risk of causing additional harm when someone seeks help, and
- Demonstrate leadership in tackling a problem that is increasingly in the public spotlight.

 **Research and Policy Review.**
Interviews with Policy Experts.
Interviews with women and gender-diverse people in sport.



RESPONDING TO DISCLOSURES

Core Principles to Follow

Knowing what to say and how to say it is important. It gives people confidence to respond well to a disclosure of gender-based violence and can ensure the response helps rather than increases harm.

People who have experienced gender-based violence say that being believed, listened to, and given choices helps them feel safe. On the other hand, not believing them, blaming them, or taking control away makes things worse. Words and actions matter. Build culture, policies, and scripts around what those with experience of gender-based violence need.

This section provides practical examples of how to respond to someone who is disclosing gender-based violence.

Watch our video on Responding to Disclosures here on YouTube

Research and Policy Review. Interviews with Policy Experts.

Put the person disclosing first

Make sure the person feels safe, respected, and in control.

Build trust and give them choices about what happens next.

Work with them, not around them.

Use the LIVES approach⁷

This is a simple way to give first-line support:

Listen with care and empathy.

Inquire gently about what they need or are worried about.

Validate their experience.

Enhance safety.

Support with options and referrals to support organisations.

Do no harm

Avoid further harm:

Do not blame them

Validate what they tell you

Do not downplay what they have said

Ensure they remain in control of what happens next

Be transparent about constraints

Respect cultural safety

Make sure your response is respectful of different cultures. For example, First Nations women may prefer to speak with services like 113YARN, or you may need to engage a regulated translator service to assist where English is not their first language.

Know your role

You are not a counsellor. Your job is to:

Listen and support

Help the person feel safe

Know the policies & processes to follow

Offer choices and connect them to help

Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport

RESPONDING TO DISCLOSURES

Responding in the Moment

When someone tells you they've experienced gender-based violence, how you respond really matters. This guide helps to know what to say – and importantly what not to say – so those disclosing can be supported safely and respectfully.

Watch our video on Responding to Disclosures here on YouTube

“I did say what happened and then nobody believed me. They were like, ‘I just don't think he would have done that.’”
Interviews with women and gender-diverse people in sport.

✓ What to Say

- “Thank you for telling me. That took courage.”
- “I'm really sorry this happened to you.”
- “What do you want to do?”
- “You're not to blame for what happened.”
- “Are you safe right now?”
- “If you'd like, I can share some support services like 1800RESPECT.”

✗ What NOT to Say (and Why ☹)

- “Why did you.....?”
☹ sounds like blame
- “You probably caused it.”
☹ blaming and harmful
- “Why didn't you say something?”
☹ makes them feel guilty
- “That stuff doesn't happen here.”
☹ makes them feel disbelieved
- “It was ages ago. Aren't you over it?”
☹ minimises their experience
- “Here's what you must do...”
☹ takes away their choice

Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport

RESPONDING TO DISCLOSURES

Connecting to Support

Support doesn't stop after the first conversation. The person may need support through any reporting process and even after that.

Let the person decide what they want to do next. You can offer options, but don't push them.

Support Services

Here are some support services they might want to contact, and if appropriate, offer to help them make contact with them:

- 1800RESPECT** – 1800 737 732 (24/7 chat or call)
- Safe Steps** (Victoria)
1800 015 188 (24/7 family violence crisis)
- Sexual Assault Crisis Line** (Victoria)
1800 806 292 (after hours)
- Blue Knot Foundation** – 1300 657 380
- 13YARN** – 13 92 76
(24/7 support for First Nations people)
- QLife** – 1800 184 527
- InTouch** – 1800 755 988
- Men's Referral Service** – 1300 766 491
(for men using violence)
- Make sure you also have a list of services in your local area or where the person lives.**



Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport

RESPONDING TO DISCLOSURES

Record and Report

Make a factual note (time/date, what was said in their words, immediate risks, next actions/referrals).

Ask what the person disclosing would like to do and ensure they have all options in front of them.

- If the person is not in immediate danger of being harmed, this does not have to be decided right away; they may need time to digest the information and make any decisions.
- Be clear about what making a report or a complaint is, and what it entails.
- If what has been disclosed could potentially be a police matter, ask whether they would like to go to the police and provide them support in doing so – however, many people do not want to report to police, and a non-police response should always be offered.

Check your reporting process

- Gender-based violence against adults does not fall within SIA's remit, so SIA cannot manage complaints on behalf of the sport. However, they will be able to provide complaints process advice.
- If your sport has adopted the NIF, check your Member Protection policy, Safeguarding of Children and Young People Policy and any Complaints, Disputes and Discipline policies for relevant procedures to follow. If your sport has not adopted the NIF, refer to your code of conduct, code of ethics, or ethical behaviour bylaws for procedures within your sport.
- If you need clarification from SIA about complaints and reports, phone them on 1300 027232, or go to **Sport Integrity Australia**.

If consented to, make a record that includes information about the context, the incident being disclosed, people involved and other factors, such as gender, as well as which policy is being followed.

“For me the real gap is they don't know how to manage it. First you do this. Second you do that. Third you do – then you follow up with them with this and this and this. And then it's closed. And then you write a report to the NSO. And then it's filed so they know that it's been managed.”

Interviews with Women in Sport.

Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport

RESPONDING TO DISCLOSURES

Response Examples: Online Disclosure

Here is a practical example of how to respond to a disclosure of gender-based violence, made online.

Watch our video on Responding to Disclosures here on YouTube

Online pro forma example:
“Thank you for contacting us—what you’ve shared matters. I’m sorry this happened. I’ll outline our complaints process, what we can and can’t do, and options including independent support like 1800RESPECT (1800 737 732). You’re in control of what happens next.”

If the disclosure is via an online format like email or text:

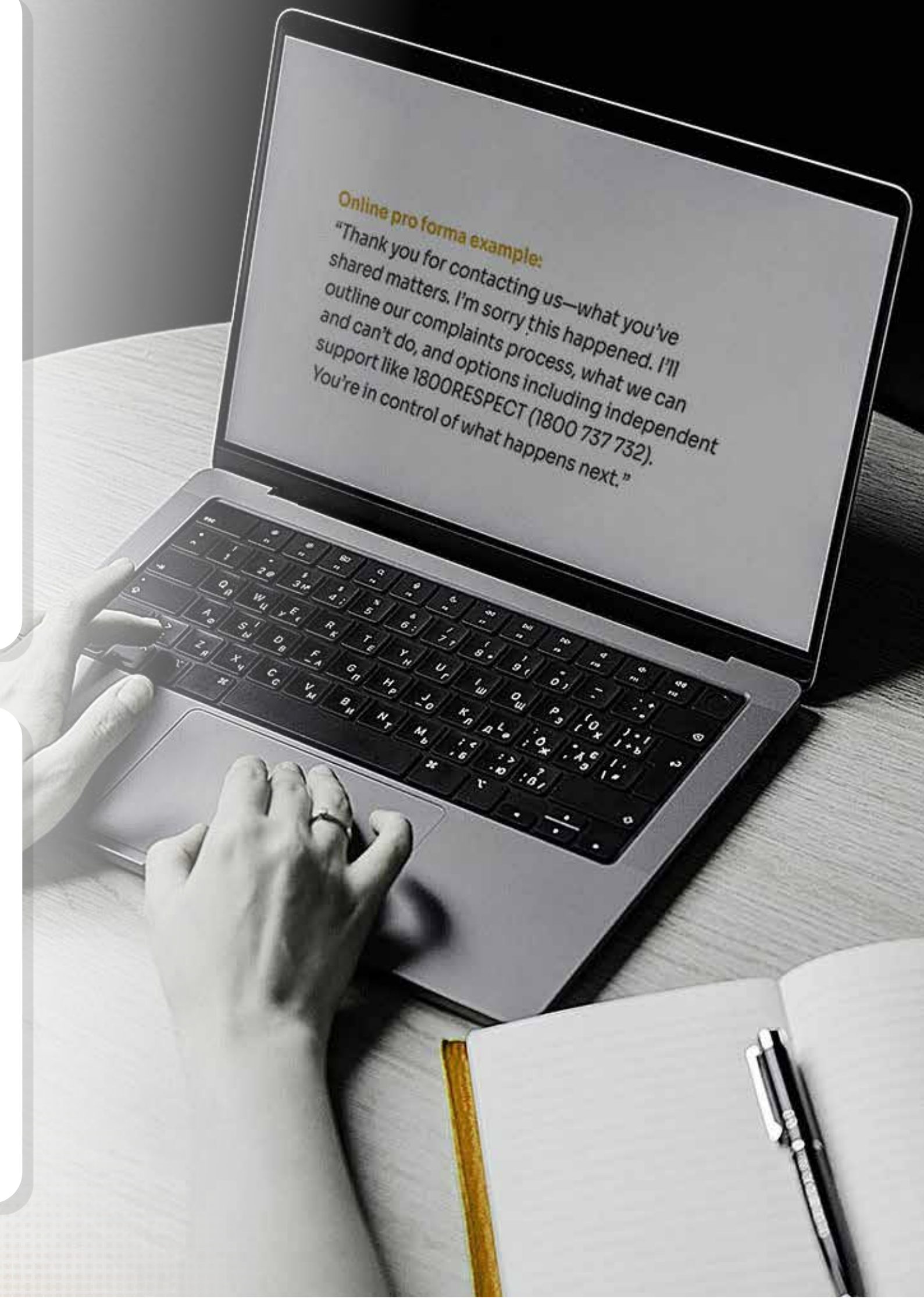


- 1 **Acknowledge receipt quickly**, indicating a timeline for responding.
- 2 **Apply LIVES in your first contact**; check immediate safety.
- 3 **Offer independent support contacts** (1800RESPECT; Safe Steps; EAP).
- 4 **Explain any formal reporting or complaint procedures.**
- 5 **Ask what they would like to do.**

If the disclosure is via an online format like email or text:



- 1 **Investigate on the spot.**
- 2 **Make credibility judgments.**
- 3 **Suggest outcomes.**
- 4 **Share details** with anyone else without consent or beyond what your policy permits.



Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport

RESPONDING TO DISCLOSURES

Response Examples: Face-to-Face Disclosure

Here is a practical example of how to respond to a disclosure of gender-based violence given face to face.

Watch our video on Responding to Disclosures here on YouTube

Script example:
“ Thank you for trusting me. I’m concerned about your safety and well-being. You’re in control of what happens next. I’ll connect you with our Integrity/Member Protection Officer and offer support options. ”

If the disclosure is to a person:

DO:

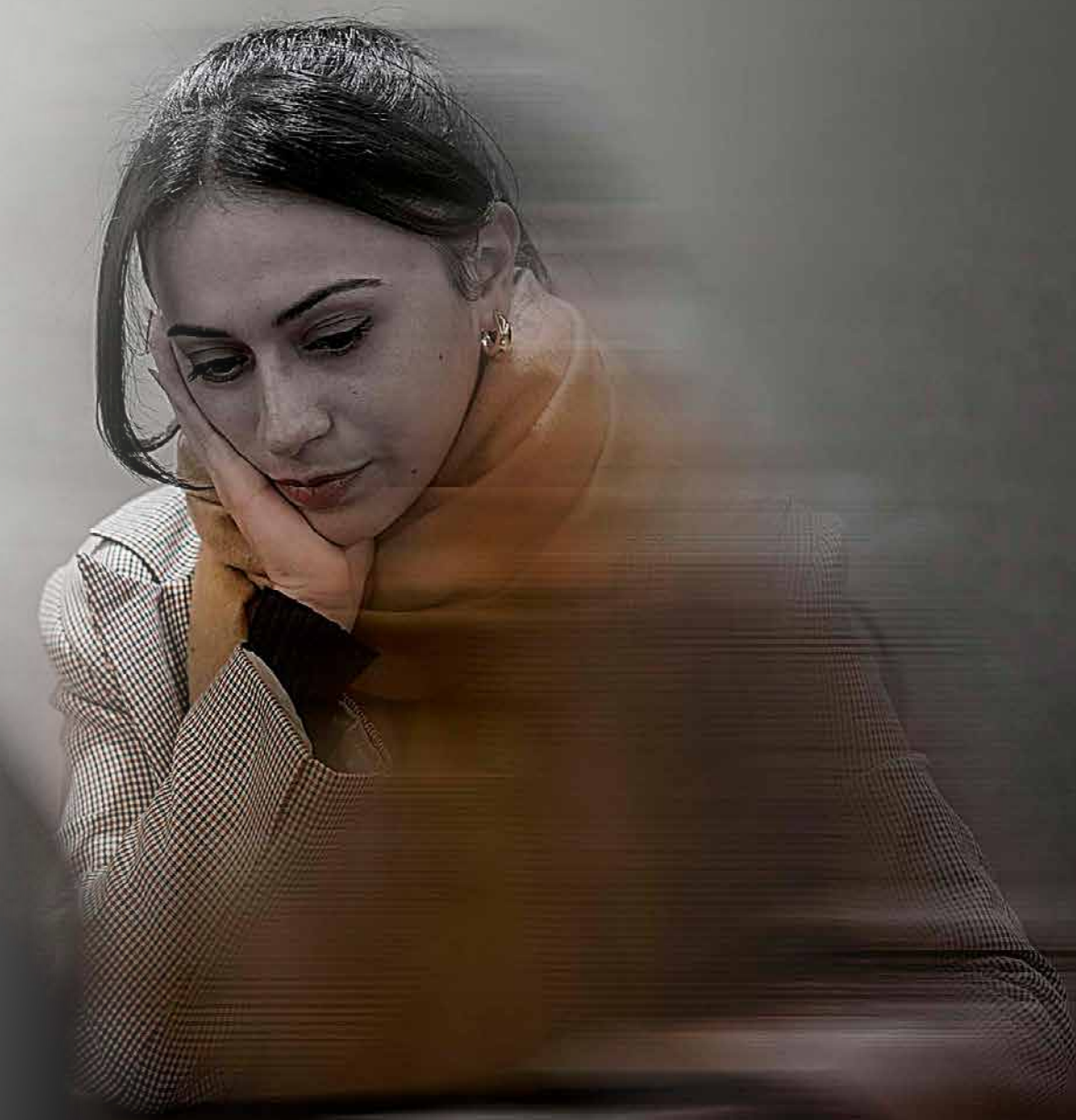
- 1 Find a private space; ask if they would like to bring a support person with them.
- 2 Go through the LIVES process; avoid “why” questions, or drilling for information.
- 3 Offer options to contact a local support service; provide club/NSO reporting pathway information.

If the disclosure is to a person:

DO NOT:

- 1 Tell them what to do.
- 2 Promise outcomes.
- 3 Circulate the disclosure to the committee or anyone else without consent.

Script example:
“ I’m really glad you told me. You’re not to blame. Would you like to call a local support service? I can sit with you if you would like the support. We can also talk about what, if anything, you want to do next. ”



Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport

RESPONDING TO DISCLOSURES

Advocating for Change

Our current systems are not yet perfect. Everybody needs to advocate on behalf of those with lived experience of gender-based violence in sport for appropriate policies and practices to be put in place.

Everybody has a role to play to ensure the safety of those who engage in sport and that those who disclose are responded to with care and respect.

- Some things that leadership in an NSO can advocate for that will influence system change for the better:**
 - Including** people with lived experience of gender-based violence in the review of policies and processes.
 - Advocating** for funding that goes to sport organisations to be tied to the implementation of policies and procedures that are safe and trauma-informed.
 - Ensure** the funding of National Integrity Managers in each sport is sustainable by allocating ongoing funding by the NSO rather than SIA.
 - Ensuring** gender-based violence is acknowledged to exist and that best practice responses are captured in policies and procedures.
 - Pushing** for information sharing between sports and countries, for example the creation of a global database of sanctions against those who have used gender-based violence in sport.



Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport

SUPPORT THE RESPONDERS

Vicarious Trauma

Responding to disclosures can be emotionally demanding and may lead to vicarious trauma. Supporting responders, whether they are integrity managers, coaches, volunteers, administrators, or officials, is vital to sustaining safe cultures and ensuring their well-being.

What it is:

Vicarious trauma occurs when a person is repeatedly exposed to the trauma experiences of others and experience that trauma themselves. For responders in sport, this might mean listening to athletes, volunteers, or staff disclose abuse, harassment, or violence. Over time, this exposure can accumulate and affect the responder's own well-being.

Impacts include:

Burnout – emotional exhaustion, loss of motivation, and reduced effectiveness.

High staff turnover – people leaving roles due to feeling overwhelmed or unsupported.

Decreased empathy – “numbing” or withdrawing from survivor stories as a self-protection mechanism.

Personal impacts – stress, anxiety, physical health problems, or difficulty maintaining work-life balance.

“Generally the first reaction is scream into the void. Swear for a minute or two. Then figure out what the next step is.”

Interviews with Policy Experts

“I suppose there's also the element that I'm two days a week for the entire country”

Interviews with Policy Experts

Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport

SUPPORT THE RESPONDERS

Supporting Responders

Sports organisations can reduce the likelihood of vicarious trauma by building systems of support. This forms part of an organisation's duty of care.

Key Takeaway: When responders feel equipped, supported, and valued, they are more likely to stay in their roles and provide compassionate, trauma-informed care to those who disclose gender-based violence

Interviews with Policy Experts

“One time I got a report and I had to run out the door here to throw up. It was just so terrible”

Interviews with Policy Experts

Key strategies include :

Peer support networks

Create safe spaces where responders can debrief confidentially with trusted colleagues.

Encourage regular peer-to-peer check-ins after difficult cases.

Access to professional support

Provide local mental health service contacts.

Ensure responders have access to Employee Assistance Programs (EAP) or equivalent counselling services.

Promote specialist gender-based violence and trauma counselling services for those who need more targeted support.

Specialist Input

Connect with a specialist organisation locally who can provide support in working through a case.

Find a service that can deliver training to those in your organisation who will be hearing disclosures.

Organisation Practices

Acknowledge vicarious trauma as an occupational risk.

Provide regular refresher training, mentoring, and supportive supervision.

Celebrate and recognise the importance of responders' work.



REFLECTION & READINESS

Case Studies

This section presents two case studies designed to help you reflect on and assess your organisation's readiness to respond.

Each of these cases show an example of a 'Supportive Response' and an example of a 'Harmful Response'.

Using what has been learnt so far in this toolkit, we highlight where the organisation's actions aligned with the toolkit's guidance, and where improvements could be made.

CASE STUDY Supportive Response



Sarah recounted an incident that occurred when she volunteered at a local sporting event. During the event, a senior official made a sexist comment towards her. This comment made her feel uncomfortable and undermined her role.

She reported the incident to her supervisor. The supervisor listened to her, provided advice, and escalated the issue to management. They took the complaint seriously and told her that the senior official would come to apologise to her formally. Her supervisor assured her that she did not have to accept the apology if she felt it was insufficient.

The senior official formally apologised. He acknowledged the importance of volunteers and expressed appreciation for her time and efforts. Sarah had the option to accept or reject the apology, and if she had rejected it, a formal report would have been submitted for further investigation.

Whilst she found the experience daunting, she was surprised and grateful that the complaint was taken seriously and addressed promptly. She felt listened to and supported by her supervisor and appreciated the clear communication and steps taken to resolve the issue. She said that the experience taught her the importance of speaking up.

“I felt really listened to. I felt really heard.”

“I am really glad that I took that step, thinking back about it now.”

Strengths

Make reporting easy: The volunteer's report was taken seriously and escalated promptly. The supervisor clearly explained each step, reducing uncertainty and fear.

Respond with care and respect: The supervisor listened, validated her feelings, and avoided minimising. She felt “really listened to and heard,” consistent with LIVES principles.

Choice and autonomy: She could choose to accept or reject the apology, maintaining her agency.

Clear and fair policies: The supervisor followed the escalation process, showing preparedness and clarity.

Areas for Improvement

Record: The response could be strengthened by ensuring clear documentation of the incident (date, what was said, actions taken).

Referral pathways: While an apology resolved the matter, the supervisor could also have offered information about independent support (e.g. 1800RESPECT) in case the volunteer needed ongoing help.

Keep improving: Management could have reviewed this incident as part of regular safeguarding audits, ensuring lessons learned inform future practice.

Safe to Speak, Bound to Act.

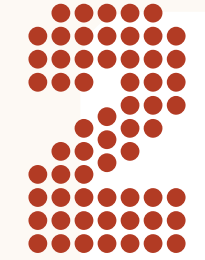
Acting on Disclosures
of Gender-Based
Violence in Sport

REFLECTION & READINESS

Case Studies

Case Study 2 illustrates how a 'Harmful Response' to a GBV disclosure can cause further harm, trauma and disengagement from sport and the community.

CASE STUDY Harmful Response



Maggie relayed an incident that involved bullying by a male senior member of the committee. The bullying included comments, being cut off from doing certain things, decisions being made despite [name] voicing concerns, being locked out of the office, and receiving undermining messages about her health.

Maggie checked the grievance, bullying, and child safety policies on the SSO website and found that the incident met the criteria for a complaint. She reported the bullying to the SSO. The SSO's response was disappointing; they suggested that the committee was new and was still learning and under stress, and that a formal complaint was unlikely to go anywhere. Maggie felt that the SSO was dismissive and did not follow their own policies in responding to the complaint.

Maggie felt disillusioned and questioned whether to continue being involved with the club. She expressed a loss of faith in the club and felt physically sick and scared to be around the bully.

“I walked into the state championships last week for the first time in 15 years not wanting to be there. Not wanting to be involved. Not wanting to be a part of it. Having lost all faith in the organisation.”

What went wrong

Reporting was difficult: The complainant found policies herself, but her report was met with a dismissive, confusing response.

Policies ignored: The SSO failed to follow its own procedures, eroding survivor trust.

Choice removed: She was told her complaint “would not go anywhere,” denying her agency.

Lack of care and respect: The response downplayed the behaviour (“new committee, still learning”), leaving her feeling sick, unsafe, and disillusioned.

No learning: Inaction meant no improvement, perpetuating risk and poor culture.

How this could be changed into a good response

Respond with care: Acknowledge her courage, validate her experience (“I believe you”), and avoid minimising language.

Support choice: Clearly outline options — formal, informal, or external — rather than closing them off.

Simplify reporting: Provide a plain-language guide with clear timelines (e.g. respond within 48 hours).

Offer support: Connect her with independent services like counselling or GBV support.

Learn and improve: Review the mishandling, update training, and ensure policies are applied consistently.



REFLECTION & READINESS

Case Studies Key Insights

These case studies show that these small human actions make a significant difference:

- listening
- validating
- offering choices
- clear & transparent communication

When organisations fail to apply these principles, women are left unsupported and disengaged from sport. The toolkit provides the roadmap to transform poor responses into good practice.

For Discussion

Questions for Reflection and Learning

Use these questions in staff reflection or training sessions.

CASE STUDY Supportive Response

What made this response effective for the volunteer?

Which best practice principles (make reporting easy, give choice and autonomy, respond with care and respect, etc.) can you see in action?

If this situation happened in your organisation, what additional steps could you take to strengthen the response?

How would your current policies and reporting pathways support a similar response?

CASE STUDY Harmful Response

What went wrong in this response? Which principles were missed?

How would the complainant have felt after this response?

If the same incident occurred in your organisation, how would your staff currently respond?

What changes to training, policy, or reporting processes would be needed to ensure a better response?

CASE STUDIES Both Case Studies

Where in your organisation's structures or culture might similar situations arise?

Who in your organisation needs training to ensure consistent, trauma-informed responses?

How will you evaluate whether your organisation is improving in its handling of disclosures?

Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport

REFLECTION & READINESS

Is Your Organisation Ready?

Creating safe responses requires preparation long before a disclosure of gender-based violence occurs.

We have designed two resource, across the next 3 pages, to support your organisation to respond well.

The first resource is the 5 Ps checklist which speaks to leaders in NSOs, SSOs and community clubs or associations.

The second is a roadmap. This roadmap is a resource for your organisation to use to remind everyone of the elements of a good response. This includes specific actions for your organisation to undertake.



The roadmap, on page 32, can be adapted into a poster or one-page flowchart for all staff. It could be used in training sessions and local clubs could display it, so members know what to do if someone discloses gender-based violence.

Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport

REFLECTION & READINESS

The 5 Ps Checklist

Use this checklist to reflect upon how ready your organisation is to respond to disclosures of gender-based violence and consider what it could do to improve.

Policy

Clear, survivor-centred, and accessible policies

NSO	SSO	Community Club
Do your Member Protection, Integrity or other relevant policies explicitly reference gender-based violence? Are they easy to find and written in plain language?	Have you adapted relevant NSO policies into your own systems and communicated them consistently to clubs?	Do you know where to find your sport's safeguarding and reporting policies? Have you sense checked these policies so they are readily understandable by your members? Have they been explained to committee members, coaches, and volunteers?

Preparedness

Staff and volunteers trained in safe, trauma-informed responses

NSO	SSO	Community Club
Do you have regular trauma informed training programs for executives, integrity staff, and frontline staff?	Have you cascaded training to regional associations, leagues and administrators, ensuring relevance for local context?	Do your committee and club members know what to say (and not to say) if someone discloses gender-based violence?

People

Identified and trained contacts who can respond appropriately

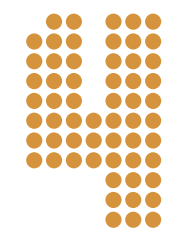
NSO	SSO	Community Club
Have you appointed and trained Member Protection Officers or Integrity Managers with specialist supervision?	Do you have designated safeguarding contacts across each region?	Does your club have a clear person (or small team) who members can approach safely and confidentially?

Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport

REFLECTION & READINESS

The 5 Ps Checklist



Process

Clear reporting and escalation procedures

<input checked="" type="checkbox"/> NSO	<input checked="" type="checkbox"/> SSO	<input checked="" type="checkbox"/> Community Club
Do you have defined timelines (e.g. acknowledgment within 48 hours), escalation pathways, and independent oversight for gender-based violence complaints?	Do you have a clear flowchart of what happens when a club or individual refers a disclosure? Does that flowchart centre victim and survivors needs and safety?	Do you know how to escalate a disclosure to your SSO/NSO, if that is what the victim or survivor wants, and what happens once you do?



Pathways

Connections to internal and external support

<input checked="" type="checkbox"/> NSO	<input checked="" type="checkbox"/> SSO	<input checked="" type="checkbox"/> Community Club
Do you have established partnerships with gender-based violence specialist services for referral and advice?	Do you share these referral contacts with clubs and embed them in training materials?	Do you have referral numbers (e.g. 1800RESPECT, Safe Steps, local crisis services) on hand to provide to members?

Safe to Speak, Bound to Act.

Acting on Disclosures
of Gender-Based
Violence in Sport

REFLECTION & READINESS

Roadmap: The Journey to a Good Response

1 Foundations

- Survivor-centred policies are in place
- Clear reporting flowchart published
- Who to report to is clearly identified

2 Being prepared

- Training delivered to all levels of the organisation
- Referral contacts built into policy, guidelines, and inductions
- Peer support and supervision set up for responders

3 First response

- Survivor is listened to, believed and offered choices
- LIVES is applied (Listen, Inquire, Validate, Enhance Safety, Support)
- Immediate needs addressed, options explained without any pressure

4 Process

- Disclosure recorded and escalated according to policy
- Survivor supported with referral pathways
- Organisation communicates clearly and transparently about next steps

5 Continual Improvement

- Review each case to identify lessons learned
- Provide feedback opportunities for survivors and responders
- Update training, policy and supports regularly



TOOLKIT

References

1. Ohlert, J., Vertommen, T., Rulofs, B., Rau, T., & Allroggen, M. (2021). Elite athletes' experiences of interpersonal violence in organized sport in Germany, the Netherlands, and Belgium. *Eur J Sport Sci*, 21(4), 604-613. <https://doi.org/10.1080/17461391.2020.1781266>; Parent, S., Lavoie, F., Thibodeau, M., Hebert, M., & Blais, M. (2016). Sexual Violence Experienced in the Sport Context by a Representative Sample of Quebec Adolescents. *Journal of Interpersonal Violence*, 31(16), 2666-2686. <https://doi.org/http://dx.doi.org/10.1177/0886260515580366>; Vertommen, T., Schipper-van Veldhoven, N., Wouters, K., Kampen, J. K., Brackenridge, C. H., Rhind, D. J. A., Neels, K., & Van Den Eede, F. (2016). Interpersonal violence against children in sport in the Netherlands and Belgium. *Child Abuse & Neglect*, 51, 223-236. <https://doi.org/https://doi.org/10.1016/j.chiabu.2015.10.006>
2. Daignault, I., Deslauriers-Varin, N., & Parent, S. (2023). Profiles of Teenage Athletes' Exposure to Violence in Sport: An Analysis of Their Sport Practice, Athletic Behaviors, and Mental Health. *Journal of Interpersonal Violence*, 38(11-12), 7754-7779. <https://doi.org/10.1177/08862605221148216>; Forsdike, K., & Giles, F. (2024). Women's experiences of gender-based interpersonal violence in sport: a qualitative meta-synthesis. *Trauma, Violence and Abuse*. <https://doi.org/10.1177/15248380241244397>; Parent, S., Vaillancourt-Morel, M.-P., & Gillard, A. (2022). Interpersonal Violence (IV) in Sport and Mental Health Outcomes in Teenagers. *Journal of Sport and Social Issues*, 46(4), 323-337. <https://doi.org/10.1177/01937235211043652>
3. Forsdike, K., & Giles, F. (2024). Women's experiences of gender-based interpersonal violence in sport: a qualitative meta-synthesis. *Trauma, Violence and Abuse*. <https://doi.org/10.1177/15248380241244397>; Leahy, T., Pretty, G., & Tenenbaum, G. (2002). Prevalence of sexual abuse in organised competitive sport in Australia. *Journal of Sexual Aggression*, 8(2), 16-36. <https://doi.org/10.1080/13552600208413337>; Pankowiak, A., Woessner, M. N., Parent, S., Vertommen, T., Eime, R., Spaaij, R., Harvey, J., & Parker, A. G. (2022). Psychological, Physical, and Sexual Violence Against Children in Australian Community Sport: Frequency, Perpetrator, and Victim Characteristics. *Journal of Interpersonal Violence*. <https://doi.org/10.1177/0886260522114155>
4. Leahy, T., Pretty, G., & Tenenbaum, G. (2002). Prevalence of sexual abuse in organised competitive sport in Australia. *Journal of Sexual Aggression*, 8(2), 16-36. <https://doi.org/10.1080/13552600208413337>; Ohlert, J., Vertommen, T., Rulofs, B., Rau, T., & Allroggen, M. (2021). Elite athletes' experiences of interpersonal violence in organized sport in Germany, the Netherlands, and Belgium. *Eur J Sport Sci*, 21(4), 604-613. <https://doi.org/10.1080/17461391.2020.1781266>; Pankowiak, A., Woessner, M. N., Parent, S., Vertommen, T., Eime, R., Spaaij, R., Harvey, J., & Parker, A. G. (2022). Psychological, Physical, and Sexual Violence Against Children in Australian Community Sport: Frequency, Perpetrator, and Victim Characteristics. *Journal of Interpersonal Violence*. <https://doi.org/10.1177/0886260522114155>; Parent, S., Lavoie, F., Thibodeau, M., Hebert, M., & Blais, M. (2016). Sexual Violence Experienced in the Sport Context by a Representative Sample of Quebec Adolescents. *Journal of Interpersonal Violence*, 31(16), 2666-2686. <https://doi.org/http://dx.doi.org/10.1177/0886260515580366>; Vertommen, T., Schipper-van Veldhoven, N., Wouters, K., Kampen, J. K., Brackenridge, C. H., Rhind, D. J. A., Neels, K., & Van Den Eede, F. (2016). Interpersonal violence against children in sport in the Netherlands and Belgium. *Child Abuse & Neglect*, 51, 223-236. <https://doi.org/https://doi.org/10.1016/j.chiabu.2015.10.006>
5. Daignault, I., Deslauriers-Varin, N., & Parent, S. (2023). Profiles of Teenage Athletes' Exposure to Violence in Sport: An Analysis of Their Sport Practice, Athletic Behaviors, and Mental Health. *Journal of Interpersonal Violence*, 38(11-12), 7754-7779. <https://doi.org/10.1177/08862605221148216>; Forsdike, K., & Giles, F. (2024). Women's experiences of gender-based interpersonal violence in sport: a qualitative meta-synthesis. *Trauma, Violence and Abuse*. <https://doi.org/10.1177/15248380241244397>; Parent, S., Vaillancourt-Morel, M.-P., & Gillard, A. (2022). Interpersonal Violence (IV) in Sport and Mental Health Outcomes in Teenagers. *Journal of Sport and Social Issues*, 46(4), 323-337. <https://doi.org/10.1177/01937235211043652>
6. Substance Abuse and Mental Health Services Administration (SAMHSA). (2014). *SAMHSA's concept of trauma and guidance for a trauma-informed approach*. <https://library.samhsa.gov/sites/default/files/sma14-4884.pdf>; Commission For Children And Young People. (n.d.). *Standard 7: Processes for complaints and concerns are child-focused*. Retrieved June 1, 2024, from <https://ccyp.vic.gov.au/child-safe-standards/the-11-child-safe-standards/standard-7/>; World Health Organisation. (2021). *Caring for women subjected to violence: a WHO curriculum for training health-care providers, revised edition, 2021*. <https://www.who.int/publications/i/item/9789240039803>
7. World Health Organisation. (2021). *Caring for women subjected to violence: a WHO curriculum for training health-care providers, revised edition, 2021*. <https://www.who.int/publications/i/item/9789240039803>

**Safe to Speak,
Bound to Act.**

Acting on Disclosures
of Gender-Based
Violence in Sport

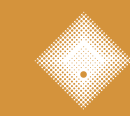
SAFE TO SPEAK, BOUND TO ACT. ACTING ON
DISCLOSURES OF GENDER-BASED VIOLENCE IN SPORT:
A PRACTICAL GUIDE FOR RESPONDING TO DISCLOSURES



LA TROBE
UNIVERSITY



THE UNIVERSITY OF
SYDNEY



VICTORIA
UNIVERSITY