



International
Olympic
Committee

Report

Public

INTRODUCTION TO THE IOC HUMAN RIGHTS STRATEGIC FRAMEWORK

Progress update

4 May 2022

Corporate and Sustainable Development Department



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1. Introduction

Recommendation 13 of [Olympic Agenda 2020+5](#) – “continue to lead by example in corporate citizenship” – highlights what is expected in terms of the IOC’s environmental and social responsibility. As part of this recommendation, the IOC committed to strengthening its approach to human rights by adopting an overarching IOC Human Rights Strategic Framework, with specific action plans for each of the IOC’s three spheres of responsibility – namely the IOC as an organisation, the IOC as the owner of the Olympic Games, and the IOC as the leader of the Olympic Movement.

Recommendation 13 also calls for the IOC’s strategic framework on human rights to be linked to existing or upcoming IOC strategies. As such, it will tie into the following recommendations:

- Recommendation 2: Foster sustainable Olympic Games
- Recommendation 3: Reinforce athletes’ rights and responsibilities
- Recommendation 5: Further strengthen safe sport and the protection of clean athletes
- Recommendation 10: Strengthen the role of sport as an important enabler for the UN Sustainable Development Goals
- Recommendation 11: Strengthen the support to refugees and populations affected by displacement
- Recommendation 13: Continue to lead in corporate citizenship
- Recommendation 14: Strengthen the Olympic Movement through good governance

This recommendation is the result of ongoing efforts to integrate human rights considerations into key operations, and specifically the [recommendations](#) produced in March 2020 by Prince Zeid Ra’ad Al Hussein, former UN High Commissioner for Human Rights, and Rachel Davis, Vice-President and Co-Founder of Shift, the centre of expertise on the UN Guiding Principles on Business and Human Rights (UNGPs). These recommendations are the outcomes of consultations with civil society experts carried out in 2019.

While it does not detail the full strategy, this document serves as an introduction by presenting the first stages – namely the governance framework, the standards that we commit to abide by, our remit, our spheres of responsibility, the proposed focus areas and the initial workstreams. The document also highlights the delivery mechanism for implementation. The specific action plans will be detailed in the strategy, which is expected to be released in September 2022.

2. Governance framework

The following governance framework will guide our actions with regard to human rights.

2.1. Olympic Charter

The Olympic Charter codifies the Fundamental Principles of Olympism and its essential values, including the concern for the preservation of human dignity and the guarantee of rights and freedoms without discrimination of any kind.

As part of Olympic Agenda 2020+5, the IOC committed to amending the Olympic Charter to better articulate human rights responsibilities.

2.2. IOC Code of Ethics

The IOC [Code of Ethics](#) is based upon the values and principles enshrined in the Olympic Charter, of which the former is an integral part. The Code recognises the requirement to respect universal fundamental ethical principles and entails the obligation to respect international conventions on the protection of human rights.



2.3. Basic Universal Principles of Good Governance

The Basic Universal Principles of Good Governance (BUPGG) were approved by the XIII Olympic Congress in 2009. In accordance with the Code of Ethics, all members of the Olympic Movement must adopt, as a minimum standard, these Basic Universal Principles of Good Governance.

As part of Olympic Agenda 2020+5, the IOC committed to review and amend, when necessary, the principles to better articulate human rights responsibilities. This review is expected to be finalised by the third quarter of 2022.

3. Human Rights Strategic Framework

3.1. Standard of reference: the United Nations Guiding Principles on Business and Human Rights

Beyond the above, the IOC affirms its commitment to respecting human rights in accordance with the [UN Guiding Principles on Business and Human Rights](#). The UNGPs are the standard of reference for the United Nations. As a result, they are widely embraced by many stakeholders in and outside the Olympic Movement, including sports governing bodies and Olympic partners. They consist of a set of principles for the management of human rights. The IOC is already referencing them in contracts (e.g. Host Contract, IOC Supplier Code and contractual agreements with commercial partners).

3.2. Remit

This commitment applies to human rights impacts that the IOC may have, contribute to or be linked to through its relationships across its three main spheres of responsibility:

- in its own organisation,
- as the owner of the Olympic Games, and
- as the leader of the Olympic Movement.

The IOC will continue to develop ongoing, proactive human rights due diligence processes across its relevant activities to identify, mitigate, track and account for the impacts of such activities on people. This includes integrating meaningful engagement with affected stakeholders into these processes. Where prioritisation of efforts is necessary, the IOC's approach will be informed by a focus on where the risks to people are most severe.

The IOC will promote respect for human rights by expecting other entities in the Olympic Movement to meet their own human rights responsibilities. This can involve educating, encouraging and supporting other entities or, where appropriate, requiring them to take action to meet their own human rights responsibilities to prevent and address negative impacts.

The IOC is committed to a process of continuous improvement on human rights, through which it will further embed respect for international human rights standards across its activities and build its own capacity to be an inspiration to the wider Olympic Movement.

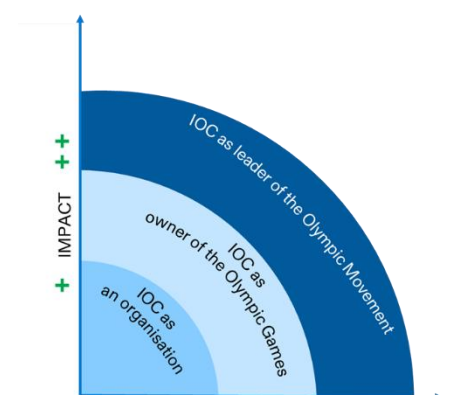


Figure 1 - IOC three spheres of responsibility



3.3. Focus areas

The IOC has identified five focus areas pertinent to its three spheres of responsibility, based on the [recommendations](#) produced by Prince Zeid Ra'ad Al Hussein and Rachel Davis, as well as its own internal analysis of human rights risks. These are:

- Equality and non-discrimination
- Safety and well-being
- Livelihoods and decent work
- Voice (including freedom of expression, association and assembly, and meaningful representation)
- Privacy

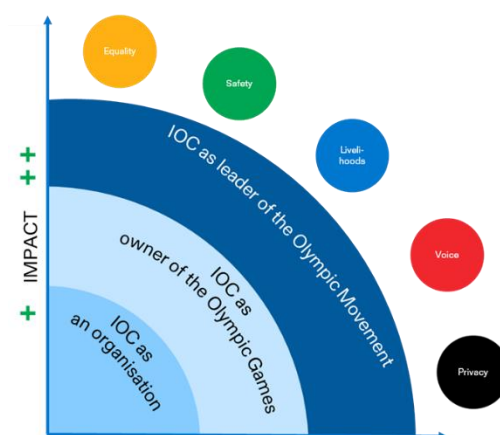


Figure 2 - IOC three spheres of responsibility with focus areas

3.4. Target populations

As part of its analysis of human rights risks, the IOC identified the following populations as those at risk of being negatively impacted:

- Athletes
- Workers in supply and value chains
- Local communities affected by the Olympic Games
- IOC workforce

We recognise that some individuals or communities may be at an even greater risk of being impacted. These include women, LGBTQI+ people, migrants and forcibly displaced populations.

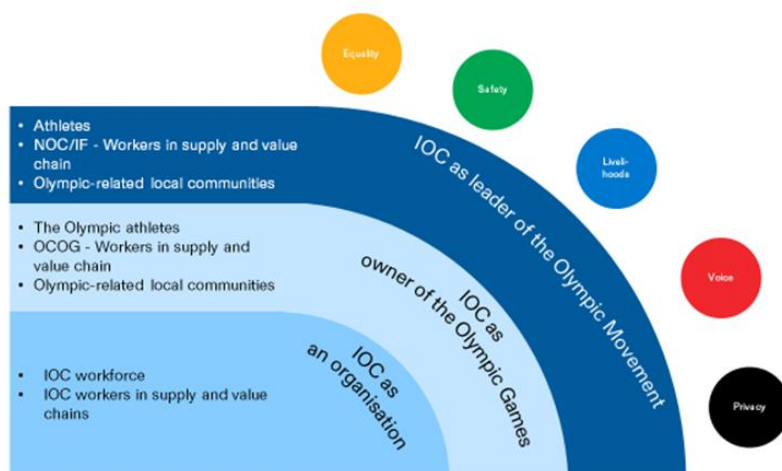


Figure 3 - IOC three spheres of responsibility with focus areas and target populations



4. Workstreams

The workstreams are detailed according to the IOC's three different spheres of responsibility – namely the IOC as an organisation, the IOC as the owner of the Olympic Games, and the IOC as the leader of the Olympic Movement.

4.1. IOC as an organisation

IOC workforce

The IOC bears direct responsibility for ensuring the well-being of its workforce and a safe and respectful environment without discrimination, harassment and abuse.

Responsible sourcing

The IOC has started to map and review geographical and industry-specific risks, in partnership with third parties and its suppliers – alongside its value and supply chains.

The IOC is committed to promoting adherence to social and environmental standards in its value and supply chains. Some steps have already been taken. The standard agreement that we generally enter into with all our direct suppliers includes labour rights and human rights clauses, along with the [IOC Supplier Code](#), which draws on internationally recognised standards such as the UNGPs and International Labour Organisation (ILO) conventions. The IOC's direct suppliers have to comply with its requirements. At the same time, the IOC is already committed to continuing to expand its responsible sourcing programme and strengthen its human rights due diligence across its value and supply chains, taking a risk-based approach.

4.2. IOC as owner of the Olympic Games

The objective is to ensure that human rights principles are upheld in the host selection process and the organisation and delivery of the Olympic Games. The IOC works in close collaboration with the Organising Committees for the Olympic Games (OCOGs) and Youth Olympic Games (YOG) organisers, and supports them in the implementation of these principles.

Selection of Future Hosts

The new approach to electing Future Hosts includes a Future Host Questionnaire, which has a section on human rights. Preferred Hosts are required to describe how they will seek to identify and address adverse human rights impacts, in line with the UNGPs, throughout the lifecycle of the Olympic Games. In addition, an independent human rights assessment of the Preferred Host country is part of the IOC procedure to help inform [the selection of the Future Host](#). All these efforts will be continued with a view to strengthening the human rights approach when awarding the Games.

Olympic Games

Protection of and respect for human rights form an important dimension of the organisation and delivery of the Olympic Games, complementing the existing requirements on sustainability, inclusion, good governance, accountability and transparency.

As a result, the Host Contract has been strengthened, with the inclusion of a dedicated requirement for OCOGs and hosts to protect and respect human rights.

There is ongoing engagement with all Organising Committees on the uptake of the 2018 Operational Requirements, and support is already being provided for the development of their respective human rights strategies (and delivery measures). The same approach is followed for the YOG.



4.3. IOC as leader of the Olympic Movement

Athletes are the heart of the Olympic Movement. The IOC works closely with the Olympic Movement, especially the National Olympic Committees (NOCs) and International Federations (IFs), on human rights matters, for example in the following areas:

- **Safe sport:** through its work on “safe sport”, the IOC is actively taking steps to protect athletes from all forms of harassment and abuse in sport, as embedded in the overarching Fundamental Principles of Olympism enshrined in the Olympic Charter, the IOC Code of Ethics, the Basic Universal Principles of Good Governance of the Olympic and Sports Movement, the IOC Medical Code, and the IOC Athletes’ Rights and Responsibilities Declaration.
- **Fairness, inclusion and non-discrimination:** the IOC fosters the inclusion of all athletes in sport, including transgender athletes and athletes with intersex variations. It recently released a new Framework on Fairness, Inclusion and Non-discrimination. Through this Framework, the IOC seeks to promote a safe and welcoming environment for everyone involved in sport, consistent with the principles enshrined in the Olympic Charter.

Building on these and other existing initiatives, the IOC will continue to monitor and pay specific attention to:

- Athlete representation
- Athletes’ physical and mental well-being
- Athlete inclusion
- Athletes’ livelihoods
- Athletes’ freedom of expression
- Children’s rights

5. Delivery mechanisms

5.1. Human Rights Unit

As part of Olympic Agenda 2020+5, the IOC committed to set up a dedicated Human Rights Unit to develop its internal capacity with regard to human rights. The first major step came in March 2021 with the creation of this Unit. It is part of the Corporate and Sustainable Development Department, whose mission is to support the implementation of the IOC’s strategic direction and foster cross-departmental collaboration, acting as an agent of change and transformation. The Gender Equality Unit is also in this Department.

With the creation of the Human Rights Unit, the Department became the in-house centre of competence to facilitate the development and delivery of the human rights strategy across the organisation’s three spheres of responsibility.

5.2. Advisory Committee on Human Rights

The establishment of the IOC Advisory Committee on Human Rights was formally announced in late 2018 to support the organisation on the implementation of its strategic framework. The final composition of the Advisory Committee is expected to be finalised by the end of 2022. Once operational, the Advisory Committee is expected to provide strategic advice and recommendations to the IOC President and Executive Board on how to meet the IOC’s human rights responsibilities. It will also provide help and support to the IOC Human Rights Unit in the delivery of the human rights strategy through periodic engagement.



5.3. Ethics and compliance

The Human Rights Unit will work with the IOC Chief Ethics and Compliance Officer in developing the strategy and to implement and enforce the IOC Code of Ethics, as far as human rights principles are concerned.

5.4. Executive Board

Responsibility for monitoring and evaluating the IOC's human rights work and delivery on the strategy remains with the Executive Board, with the support of the IOC Advisory Committee on Human Rights. On a periodic basis, the IOC Corporate and Sustainable Development Director reports to the Executive Board, with the support of the IOC Human Rights Unit, on the progress with regard to the human rights work. The Director will also report on the delivery of the human rights strategy once adopted.