

REQUIREMENTS FOR HUMAN RIGHTS, LABOUR RIGHTS, ANTI-CORRUPTION AND STAKEHOLDER INVOLVEMENT FOR OLYMPIC GAMES

Like other stakeholders, the Sport and Rights Alliance (SRA) welcomed the International Olympic Committee's adoption of the Olympic Agenda 2020 for its broad commitment to "ensuring the respect of the host for our values and for the athletes who are at the heart of the Olympic games," as President Bach put it in the keynote speech to the 127th IOC session in Monaco. And we recognize that the Agenda marks real progress in some key areas, particularly with regard to bolstering of the Olympic Charter's guarantee of non-discrimination. Frankly, though, the plans laid out in the agenda do not go nearly far enough. Key human rights problems that have plagued recent Games remain largely unaddressed, and the IOC has not thought hard enough about the ways it risks becoming entangled with abuse, or bolstering the credibility of repressive regimes in situations where it could instead contribute to positive change. If the goal, as expressed in Monaco, is to "be the leaders of change, not the object of change," there is a long way yet to go. To begin with, the IOC needs to publicly and explicitly acknowledge the central relevance of human rights, labour and anti-corruption principles to the entire life-cycle of the Olympics in evaluating potential hosts, in the preparation for and conduct of the Games themselves, and in planning for their longer-term legacy.

This document sets out what we see as the key steps the IOC should take to ensure that future Games respect and promote universal human rights, protect the rights of workers, and contribute to transparency and good governance. Some of these proposals are aimed at making principles the Agenda already embraces more concrete, specific and implementable. Others seek to push the IOC to address key gaps the Agenda has left unfilled. We also underscore the importance of creating mechanisms to ensure that host countries and cities' compliance with basic standards is rigorously monitored and that there is accountability and redress available to people who suffer abuses directly linked to the Games. At all stages, the IOC as well as hosts should have mechanisms in place to ensure that players, vulnerable groups and other key national and international stakeholders have a seat at the table and a voice in key decisions.

The requirements below are rooted in the International Bill of Human Rights and the core ILO standards, and draw heavily on the UN Guiding Principles on Business and Human Rights.

The SRA calls for the implementation of all these requirements with immediate effect.

Where relevant, these requirements should apply for the entire life-cycle of the event from bid to legacy.

The IOC should require Olympic Bidders and the Organizing Committee (OCOG) Host City to:

- issue a public human rights commitment and human rights policy stating that it will comply with international human rights standards;
- carry out human rights "impact assessments" including labour standards and corruption due diligence, in consultation with potentially affected groups and other stakeholders and experts as well as independent human rights institutions and bodies;
- include this due diligence in bidding documents, and make the documents publicly available;
- include a clear stipulation in all contracts with commercial partners that they must respect human rights, labour standards and anti-corruption throughout their supply chain;
- accept independent outside monitors to receive and act on complaints of human rights abuses, labour standards violations and incidents of corruption linked to Games or business relationships;
- monitor and manage all post-MSE impacts consistent with human rights obligations, report on actions taken, and make reports public; and enforce and uphold the commitments made with immediate effect.

The IOC should (itself):

- **Make respect for human rights, labour standards and effective anti-corruption measures in connection with the bidding for and the organization of the Games a core requirement:**
 - issue a public human rights commitment and human rights policy, to be developed in broad consultation with key civil society stakeholders;
 - make explicit reference to human rights standards in all relevant documents, manuals, contracts and other written materials related to the bidding and selection process;
 - have a human rights compliance management system in place;
 - establish cooperation with the international trade union organisations representing workers in occupations relevant to Olympic events (merchandise, construction, athletes and services);
 - include criteria assessing the possible adverse human rights impacts of the Games, and the feasibility of avoiding or mitigating these, in its bidding and selection processes;
 - include also in bidding and selection process criteria on:
 - transparency and corruption risk assessment of all aspects of the Olympic Games, and the feasibility of avoiding or mitigating these;
 - assessment of compliance with core ILO standards and ILO occupational health and safety standards, and the feasibility of addressing key shortcomings;
 - assessment of good governance in national sport organizations, and the feasibility of addressing key shortcomings.

- **Conduct due diligence to ascertain and mitigate key human rights, labour and corruption-related risks:**
 - carry out human rights and anti-corruption risk assessments linked to organizing the Olympic Games in candidate countries, and make the results of these assessments public;
 - consult with independent experts and organizations;
 - develop a mitigation plan and publicly report on how adverse human rights impacts will be addressed. Issue regular progress reports on steps being taken to address human rights abuses.

- **Undertake a binding commitment to structured stakeholder engagement and involvement throughout the life-cycle of the event (including national and international civil society organisations):**
 - establish and publicize a holistic policy for structured stakeholder involvement and consultation throughout the process, including consultation with representatives of vulnerable groups from potential host cities and countries;

- **Develop internal capacity to manage human rights, stakeholder involvement and anti-corruption. Develop a process and expertise to take into account the results of independent external research:**

- establish in-house human rights and anti-corruption expertise and internal human rights and anti-corruption monitoring body/mechanism to report regularly on the implementation of the human rights, labour standards and anti-corruption requirements set forth in the Host City Contract;
 - establish an internal mechanism and a process to help individuals, communities or other groups who have suffered adverse human rights impacts linked to the games secure effective remedy, in consultation with the impacted groups, including where appropriate by direct and public engagement with host countries and other relevant authorities;
 - establish mechanisms to protect and secure the anonymity of whistleblowers and complainants who do not wish to be publicly identified. Give the internal monitoring body a mandate to recommend steps the IOC should take or press other key actors to take to remedy abuse and prevent further occurrences.
- **Require guarantees from the state authorities of each bidder that human rights will be protected in connection with the organization of the Games over the whole life-cycle.**
 - include in host city contracts explicit and binding obligations for the OCOG to comply with international human rights, labour and anti-corruption standards and put stakeholder engagement in the host city contracts, including a provision on access to effective remedies in the event of rights violations or incidents of corruption related to the preparations and hosting of the Olympic Games, and clear consequences, including and up to termination of the contract in extreme cases, for non-compliance with obligations to respect human rights, labour and anti-corruption standards;
 - include an obligation for OCOG to put in place a compliance management system including a whistleblower hotline in the Host City Contract, especially to stipulate in all contracts with commercial partners that they must respect international standards including the UN Guiding Principles on Business and Human Rights throughout their supply chain; and have commercial partners permit independent and unannounced inspections by external labour or rights monitors.
 - **Ensure that all athletes involved in the Olympic Games:**
 - are entitled to enjoy, both as individuals and in the pursuit of their calling as athletes, all universally recognised human and labour rights;
 - are entitled to negotiate fair and equitable terms of participation;
 - have the right to fully and freely exercise their calling as athletes; and
 - face conditions that do not set at risk their physical health, mental health and social wellbeing.