



International  
Olympic  
Committee

# IOC STRATEGIC FRAMEWORK ON HUMAN RIGHTS EXECUTIVE SUMMARY

October 2022





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The IOC Strategic Framework on Human Rights was approved by the Executive Board of the International Olympic Committee in September 2022.

The full version of the IOC Strategic Framework on Human Rights is available [here](#).

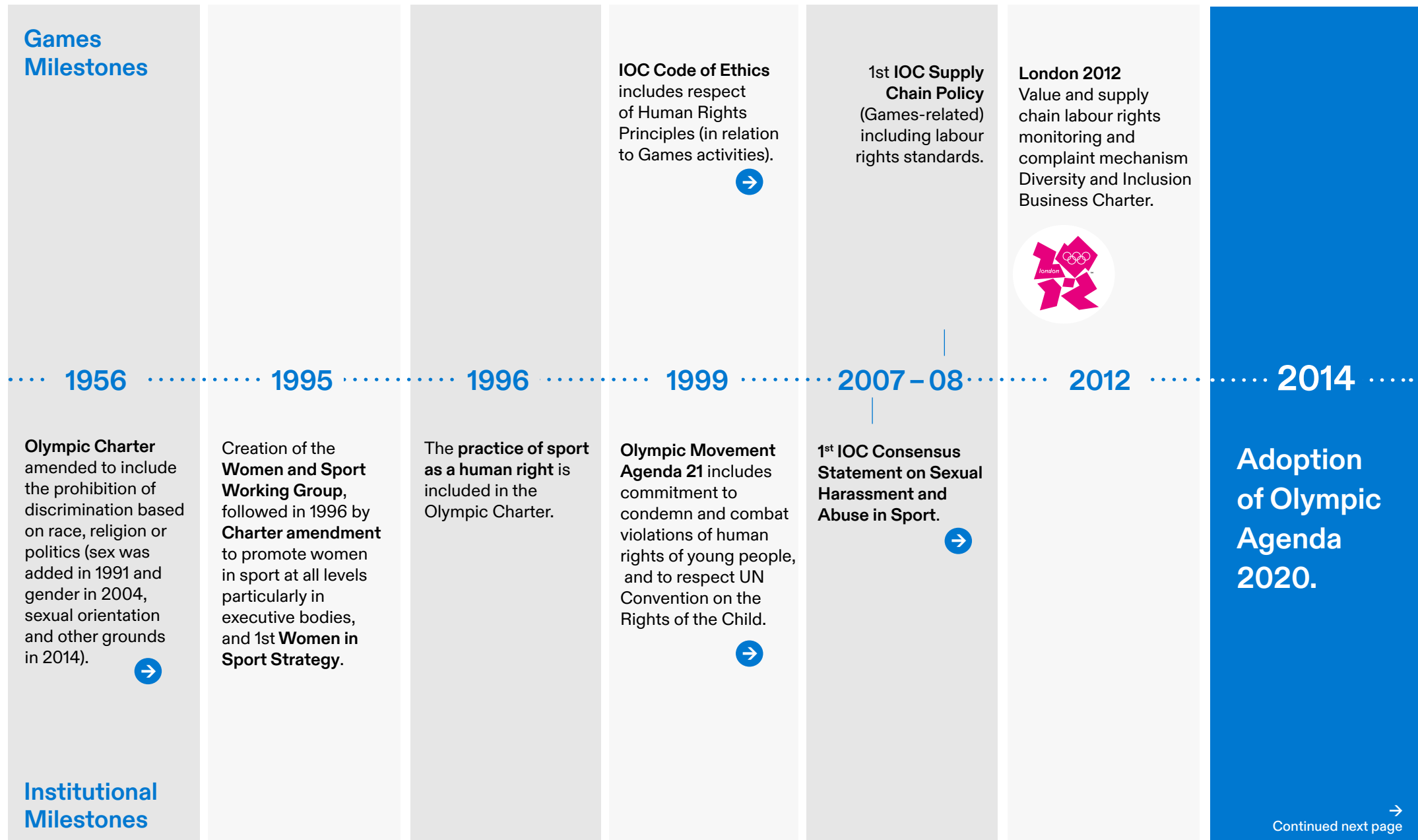
## The IOC's Human Rights Journey

The IOC's commitment to improving the promotion and respect of human rights within its remit has been long-standing and its foundations can be found within the Olympic Charter: "The Goal of Olympism is to place sport at the service of the harmonious development of humankind with a view to promoting a peaceful society concerned with the preservation of human dignity".

The IOC has carried out important work on human rights even if it was not always labelled or identified as such. This includes the IOC's work on inclusion, gender equality and safe sport, the growing attention to and work on sustainability in all its dimensions, the integration of media freedom safeguarding provisions in the Host Contract, Olympic Solidarity measures or the broader social development through sports activities, amongst many others.



Figure 1A – Games &amp; Institutional Milestones before adoption of Olympic Agenda 2020 in 2014.



## Games Milestones

Olympic Charter amended to include the prohibition of discrimination based on race, religion or politics (sex was added in 1991 and gender in 2004, sexual orientation and other grounds in 2014).



## Institutional Milestones

Creation of the **Women and Sport Working Group**, followed in 1996 by **Charter amendment** to promote women in sport at all levels particularly in executive bodies, and 1st **Women in Sport Strategy**.

The **practice of sport as a human right** is included in the Olympic Charter.

IOC Code of Ethics includes respect of Human Rights Principles (in relation to Games activities).



**Olympic Movement Agenda 21** includes commitment to condemn and combat violations of human rights of young people, and to respect UN Convention on the Rights of the Child.



1st IOC **Consensus Statement on Sexual Harassment and Abuse in Sport**.



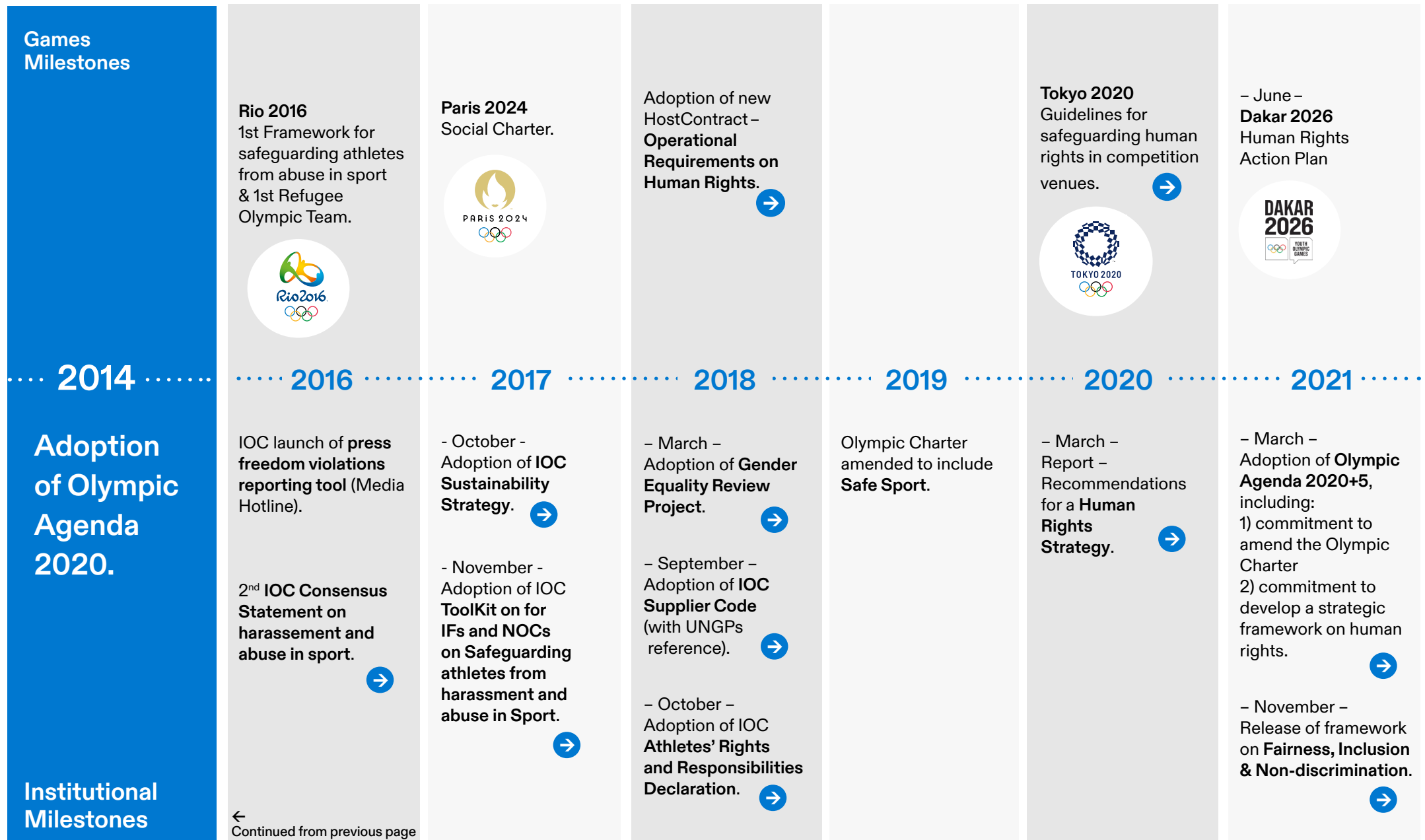
1st IOC **Supply Chain Policy** (Games-related) including labour rights standards.



**London 2012** Value and supply chain labour rights monitoring and complaint mechanism Diversity and Inclusion Business Charter.

**Adoption of Olympic Agenda 2020.**

Figure 1B– Games &amp; Institutional Milestones after adoption of Olympic Agenda 2020 in 2014.



The dedicated attention to human rights started with the adoption of Olympic Agenda 2020 in 2014, the Olympic Movement’s strategic roadmap and then was both renewed and strengthened with the launch of the Olympic Agenda 2020+ 5 as part of **Recommendation 13** – Continue to lead by example in corporate citizenship.

Overall, the Olympic Movement’s new strategic roadmap clearly affirmed the IOC’s ambition to ensure that people’s rights are put at the core of operations and are respected in line with international standards – within the IOC’s remit and across its three spheres of responsibility – as an organisation, as the owner of the Olympic Games, and as the leader of the Olympic Movement.

In order to fulfil the goal of Olympism, all constituents of the Olympic Movement need to respect internationally recognised human rights within their respective remit.

## Recommendation 13

### Continue to lead by example in corporate citizenship (key extracts)

- Adopt an overarching IOC human rights strategic framework with specific action plans for each of the IOC’s three different spheres of responsibility: the IOC as an organisation, the IOC as owner of the Olympic Games and the IOC as leader of the Olympic Movement
- Link the overarching IOC human rights strategic framework to various existing or forthcoming IOC strategies
- Amend the Olympic Charter and the “Basic Universal Principles of Good Governance” of the Olympic and Sports Movement to better articulate human rights responsibilities
- Enable the newly created IOC Human Rights unit to develop the IOC’s internal capacity with regard to human rights.

## The IOC's standard of reference

The IOC affirms its commitment to respect human rights within its remit in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs), a set of principles for the management of human rights impacts.

This means that the IOC respects within its remit all internationally recognised human rights, meaning those contained in the International Bill of Human Rights (Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights), and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. The Convention on the Elimination of All Forms of Discrimination against Women and the Convention on the Rights of the Child will guide the IOC's work on gender equality and children's rights respectively.

The IOC recognises that promoting respect for human rights across its spheres of responsibility is an integral part of delivering its contributions to the success of the Sustainable Development Goals (SDGs) and that the most effective way to achieve the maximum positive impact on people and the planet is to ensure that negative impacts are prevented and addressed.

Figure 2 – The IOC's contribution toward the SDGs



## The IOC's three spheres of responsibility

The IOC will seek to manage the human rights impacts that it may cause, contribute to or be linked to through its relationships across its three main spheres of responsibility:

- IOC as an **organisation** including its governance and administration.
- IOC as **owner of the Olympic Games** including the election of the future hosts and the organisation and delivery of the Olympic Games.
- IOC as **leader of the Olympic Movement** including the International Federations and the National Olympic Committees.

Figure 3 – The IOC Three Spheres of Responsibility



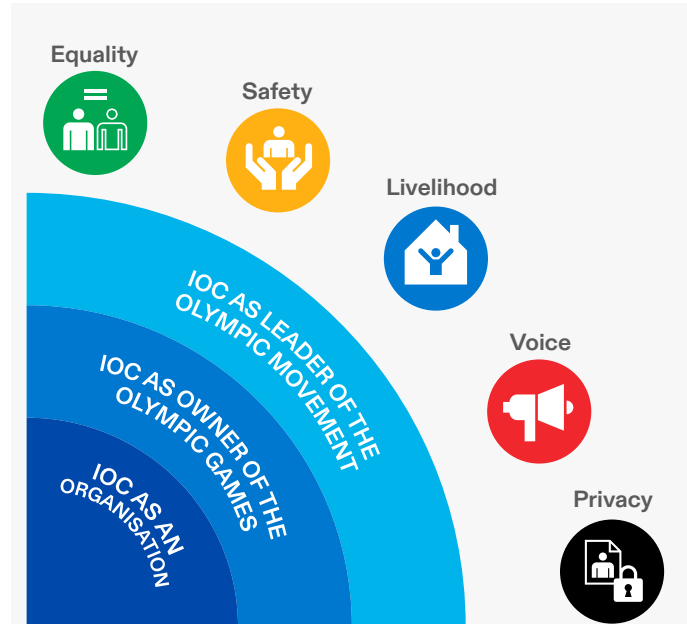


## The IOC 5 focus areas

The focus areas below are designed to translate internationally recognised human rights standards into clearly defined areas of engagement for the IOC’s human rights efforts, focusing on salient risks across the IOC’s three spheres of responsibility.

Across its three spheres of responsibility, the IOC will focus on:

Figure 4 – IOC’s Three Spheres of Responsibility with Focus Areas



### Equality and non-discrimination

The right to equality and non-discrimination is central to the enjoyment of almost every human right. Discrimination refers to any form of distinction, exclusion, restriction or preference which is based on personal characteristics that are protected under international human rights law. Personal characteristics include for example age, race or ethnicity, disability, sexual orientation, gender identity, language, national or social origin, political or other opinion, religion or other status.

### Safety and well-being

Everyone is entitled to the highest attainable standard of physical and mental health and sport can be a key contributor to physical, mental and psychosocial well-being. This also requires taking active steps to prevent harm – whether from harassment and abuse or from unsafe working conditions.

### Livelihood and Decent Work

Everyone is entitled to an adequate standard of living and to decent work. This includes earning sufficient income to sustain a decent livelihood. Everyone is to be free from precarious conditions, including modern slavery and child labour.

### Voice

Everyone has the right to freedom of speech, freedom of association and peaceful assembly. More broadly, where decisions may affect peoples’ lives or well-being, the perspectives of those who could be affected should be taken into account through meaningful engagement.

### Privacy

Everyone has the right to protection from arbitrary or unreasonable interference with their privacy, including physical privacy. This protection helps safeguard people’s physical safety, well-being and livelihood.

## The IOC target populations

The IOC identified several common groups of people who are directly contributing to IOC operations or are impacted by them.

### 1. Athletes

Athletes are at the heart of the Olympic Movement. On the field of play, athletes are central to the sporting competition upon which the Olympic Games are built. They are role models who inspire millions of people around the world to participate in sport and reflect the Olympic ideals. Elite athletes start at a young age. They come from all over the world. They include both women and men in all diversity. Some are also refugees. Their entourage (coaches, physicians, etc.) is essential to their success.

### 2. The IOC, OCOGs, IFs and NOCs workforce

They deliver the Games and enable the broader Olympic Movement to carry out its efforts. They include permanent staff and senior leadership, as well as interns, volunteers and consultants involved on a contractual basis.

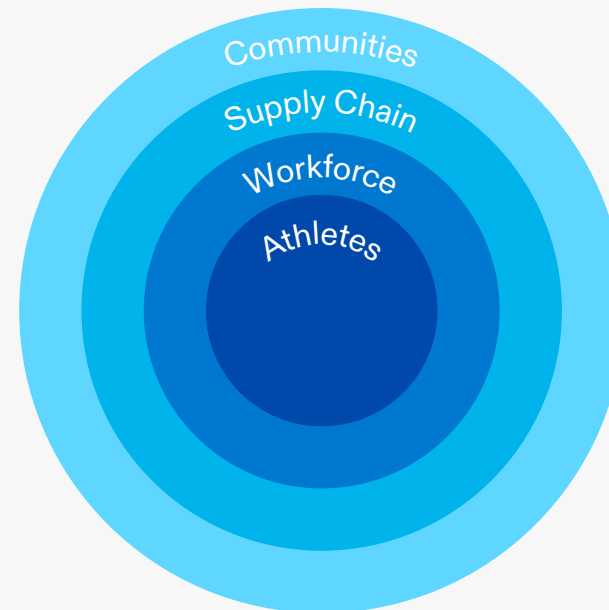
### 3. The workers in supply and value chains

They are the workers behind the scenes who produce the goods and help deliver services across the three spheres. They include the contractors providing technology, security and event services, and factory workers producing IOC licensed goods. In the case of the OCOGs, they include those producing and providing all the goods and contracted services for the successful delivery of every Games edition.

### 4. Olympic-related communities

These communities are made up of a variety of people who are involved in or impacted by Olympic related operations. They include the accredited news media who report on the Games; the spectators and fans attending the Games and their related events; and the communities living in the vicinity or otherwise affected by the Games.

Figure 5 – Target Populations



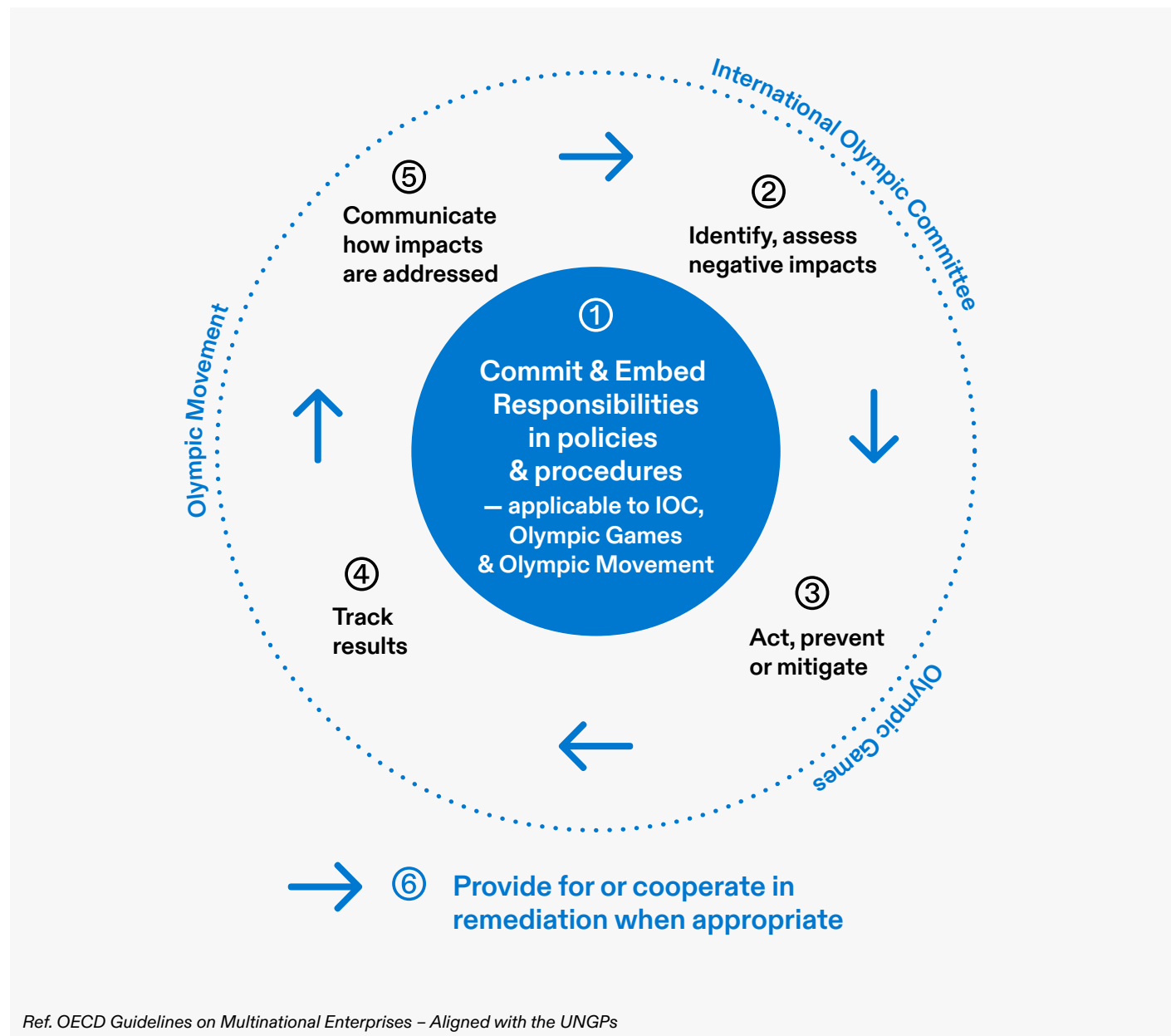
## Human Rights Due Diligence

To meet these expectations in practice, the IOC will continue to carry out human rights due diligence which covers an ongoing risk management process to identify, prevent, mitigate and account for any adverse human rights impacts across its relevant activities. 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 enabling the various functions and departments within the IOC, and expecting other entities in the Olympic Movement to meet their own human rights responsibilities within their respective remit.

Figure 6 – Human Rights Due Diligence Process



## The IOC’s 2030 Strategic Intents & 2024 Objectives

The IOC has defined strategic intents for 2030 for each of its spheres of responsibility. The year 2030 was considered a relevant timeframe because it aligns with the timeline of the Sustainable Development Goals (SDGs). The strategic intents for 2030 represent the vision of where the IOC wants to be, as concerns respect for human rights in relation to the activities of the organisation, the Olympic Games and the Olympic Movement. This will also form a major part of the IOC’s contribution towards achieving the SDGs.

As a first step towards meeting its strategic intents and as part of Olympic Agenda 2020+5, the IOC has identified 16 objectives to be implemented by 2024. The year 2024 coincides with the end of an Olympiad, which is the activity cycle for the IOC.

	2030 Strategic Intents	2024 Objectives
	<b>IOC as leader of the Olympic Movement</b> The IOC is accelerating the adoption, by IFs and NOCs, of pro-active measures on human-rights related challenges.	8
	<b>IOC as owner of the Olympic Games</b> The IOC is recognised as driving human rights best practices in the selection of Future Hosts, and in the organisation and delivery of the Olympic Games, working together with the Organising Committees, within their remit, and providing them with clear requirements and supporting tools.	4
	<b>IOC as an organisation</b> The IOC is continuously advancing respect for human rights across its operations, through enhanced policies and practices, in alignment with the UNGPs.	4

## IOC as an organisation

### 2024 – Objective 1

Amend the Olympic Charter to better articulate human rights responsibilities during the IOC Session in 2023. Update the “Basic Universal Principles of Good Governance” in 2022.

### 2024 – Objective 2

Set up the IOC Human Rights Advisory Committee in 2022 and develop IOC internal capacity on UNGPs and the Strategic Framework, including through credible external experts.

### 2024 – Objective 3

Assess and strengthen internal policies and procedures on non-discrimination and harassment in close collaboration with the gender equality, diversity and inclusion and safeguarding units, according to the principles of the UNGPs on prevention, mitigation and remediation.

### 2024 – Objective 4

Following the principles set out in the UNGPs, continue to promote adherence to the social and environmental standards in the IOC supply chain (i.e. IOC direct suppliers, licensees and sponsors).

## IOC as owner of the Olympic Games

### Future Hosts

### 2024 – Objective 5

Further clarify the IOC’s expectations toward Potential Future Hosts in terms of human rights impact management and strengthen the independent assessment to gather information and inform the Future Host Commission about the human rights situation – within the remit of the Olympic Games.

### 2024 – Objective 6

Engage Future Hosts in the development of appropriate human rights impact prevention, mitigation and remediation measures – within the remit of the Olympic Games.

### The Olympic Games and Youth Olympic Games

### 2024 – Objective 7

Engage regularly with relevant international human rights experts and stakeholders to inform the IOC’s own due diligence and provide support to Organising Committees (OCOGs) on human rights impact identification, prioritisation and monitoring, to assist with effective prevention, mitigation and remedy of any negative human rights impacts.

### 2024 – Objective 8

In the context of the Olympic and Youth Olympic Games, strengthen the measures related to the protection of athletes (especially children and young athletes) and their entourage; as well as the measures to protect the rights of accredited media.



## IOC as leader of the Olympic Movement

### 2024 – Objective 9

Call on and assist IFs and NOCs for them to address their own human rights responsibilities within their remit and to facilitate, through the exchange of experiences and the provision of expertise on human rights and the UNGPs, the design of policies and approaches on shared human rights related challenges.

### Representation and meaningful consultation

### 2024 – Objective 10

Continue strengthening the IOC's model of athlete representation and continue to require Olympic Movement stakeholders to meaningfully engage with athletes and include their views into their decision-making process.

### 2024 – Objective 11

Consult with athletes from specific vulnerable groups and other relevant stakeholders on decisions that may impact those athletes.

### Safe Sport

### 2024 – Objective 12

Support IFs and NOCs in strengthening their safeguarding measures across the Olympic Movement from the local to the international level – including through effective prevention, risk mitigation, and appropriate remediation.

### Children's rights

### 2024 – Objective 13

Identify gaps and opportunities in ensuring respect and promotion of the rights of child athletes across the Olympic Movement whilst ensuring fair play. As part of this, encourage IFs to review their age regulations.

### Inclusion

### 2024 – Objective 14

Promote the IOC Framework on Fairness, Inclusion and Non-Discrimination by assisting International Federations and National Olympic Committees through the design and delivery of education support tools, materials and workshops.

### Athletes' livelihoods

### 2024 – Objective 15

Strengthen the IOC's understanding of athletes' livelihoods in their national contexts and sports, with a special focus on potentially vulnerable or marginalised groups.

### 2024 – Objective 16

Provide support to the Athletes' Declaration Steering Committee on the implementation of the Athletes' Declaration on topics related to human rights.



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