

Coaching and Teaching Female Athletes and Dancers

A Guide for Athletes, Dancers, Teachers and Coaches

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Disclaimer

Neither authors nor the publisher assume responsibility for any injuries sustained from attempting to perform any exercises suggested herein. Athletes are advised to obtain a doctor's approval for performing any conditioning exercises—strength, flexibility or aerobic. Coaches must insist on having a physician's positive evaluation of an athlete's health and her potential for training and participation.

About the authors



Professor Kari Fasting is considered to be one of the top experts in the world in issues related to women and sport. She was a ten year member of Norway's national track and field team, which she also coached. She was also a talented ballerina. She was the first president of the Norwegian University for Physical Education and Sports. She is a past president of the International Society for Sport Sociology and of WomenSport International.

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Preface

Girls and women who move with strength, flexibility, coordination and endurance, whether dancers or competitive athletes – must rely on science if they are to maximize their physical and mental potentials. Teachers and coaches must keep abreast of the latest scientific and medical knowledge and, if necessary, abandon their traditional beliefs and practices.

What we think we "know" is often either incomplete or wrong. In the sports sciences, a great deal of research has been done during the last few years, but it has not reached the athletes or the coaches. What modern sport science is finding is often counter to what we have traditionally known. For example, there is strong evidence that passive stretching as part of a warm up may set you up for injury. Runners who stretch before competition have more injuries. Stretching may reduce your speed and power. Swimmers who stretch reduce their speed. Weight lifters who stretch reduce the load they can lift. Dancers can set themselves up for injuries. We will look into the "whys" later. These examples are certainly counter to what we all thought we knew.

This book is designed for the female athlete and dancer, from high school through the masters level, and for their teachers and coaches. We will reference the research in case you want to read the original sources for the scientific findings, but we have tried to simplify the findings so that you as a female athlete can utilize what is known at this time.

There seems to be a nearly universal interest in the developed countries to become fit. This desire for fitness may be due to a concern for living longer, for becoming more attractive as the media seems to dictate, or to just feel better. Whether the exercise is done in a physical education class, on the field of competition, in a health studio, in a dance class, or on one's own, the activities do should be understood.

Many of us choose sport or dance as a recreational or a professional activity. The elite fitness needed is more specific than general fitness. In sport we are usually competing. We may compete with ourselves, attempting to lower our 10K times or improving our golf scores, or we may compete against others. But the competitive nature of sport pushes us to go beyond the ordinary and venture into the realm where superiority is required. In dance, too, we compete—to be the best in our class, to perform in London or on Broadway, to be selected for the corps of a major opera troupe, to be a prima ballerina.

While the general fitness advocate can get by with little more knowledge than was gained in school — such as counting one's pulse rate — the competitive nature of the dancer or athlete pushes her toward excellence. She wants to know how to be the best.

There are also psychological and sociological effects of sport. The Women's Sport Foundation has found that young women who are athletes have fewer pregnancies. They feel better about themselves. They feel empowered by their quest and their achievements.

But not all is rosy! As in most forms of endeavor, from school to work, sport and dance are sometimes spheres that offer predators, both male and female, an opportunity for sexual harassment or sexual abuse. While this seems to happen less in sport than in other areas, athletes need to be aware of what can happen and must be prepared to counter any predatory advances. Sexual harassment and sexual abuse, no matter where they are encountered, must be stopped for the sake of both the individual and the society.

So fitness for elite performance areas is more encompassing than just running faster, jumping higher or being stronger — it requires a strong mind in a strong body. Properly done, sport or dance are probably our best avenues for developing our physical and psychological abilities. And they may well be the most effective and visible method for achieving full equality

As the Irish proverb says, "If you don't know where you're going, you'll end up somewhere else."

CHAPTER 1

INTRODUCTION

The differences between men and women are not nearly as great as people commonly believe. This is particularly true of trained athletes. When comparing trained men with trained women, you will find that pound for pound the strength of the lower body and cardio-respiratory endurance are very similar.

Choosing Your Sport or Sports

You have probably already chosen a sport or two for your competitive nature, but there may be other options for competition. For example many people run 10-kilometer races a couple of times a month, but how many have thought about orienteering? Although practiced around the world, many Americans haven't heard about this sport. In orienteering you walk or run with a compass and map. The goal is to find every marked spot on the map as quickly as possible, so quickness is combined with intelligent map reading. The combination of skills is highly interesting. Dr. Peter Snell, Olympic 800-meter gold medal winner in the 1960s, is now the American age group champion in running orienteering. Orienteering is also done on cross country skis and

Swimming is an outstanding conditioner. You can compete from about age 8 to age 90 in group competitions. Or maybe you would like to play while you swim. Women's water polo become a worldwide game. Scuba is also an interesting option for the aqua-interested woman.

Maybe you would like to combine your running and swimming with cycling in a triathlon. You can participate in all three events yourself or you can find relay events where three people form the three different sports as a relay.

Of course there is volleyball (6 person, mixed, or doubles), basketball, tennis, rugby, ice hockey, field hockey and any number of other traditional sports. If you like combatives you can do wrestling, boxing, kick boxing, judo, karate and the other martial arts. There are some combatives with boxing, kick boxing and full contact karate. Microscopic brain injuries occur just about every time your head is punched. There are several skull bones encircling the brain. Where these bones come together there is often a rough edge. It is at these rough spots that the bouncing ball picks up small "pin point" hemorrhages. Enough of these small injuries and the brain scars. This makes it impossible for the electrical impulses in the nerves of the brain to be transmitted. (Large boxing gloves or head gear do not protect against these injuries.) The kicking sports are more likely to injure the kidneys. Professional kick boxers in Thailand seldom live to see 40.



Sports Conditioning Needs Are Specific

As we move deeper into the book we will discuss these points in much more detail. But there are some points to ponder:

Doing squats doesn't necessarily help your running - especially distance running.

You want your workouts to be as sport specific as possible. Swimming doesn't help your legs for running and running doesn't help your arms for swimming. Distance running doesn't help your legs for sprinting and sprinting doesn't help your distance running.

If you are working with weights, the posture you use should be as close to your sport posture as possible.

Your sport fitness or dance fitness needs are specific:

How much cardiopulmonary fitness do you need?

How much flexibility do you need?

How much strength or power do you need?

How much strength-endurance or sprint-endurance do you need?

How much sprinting speed do you need for your sport?

How you can achieve these needs will be covered in the opening chapters of the book.

Flexibility

When we are young we tend to be quite flexible. Remember how easy it was to touch toes when you were ten? Our ligaments, tendons and other connective tissues will tend to stiffen with age. They therefore must be stretched throughout our lives in order to keep our youthful abilities to move painlessly. If you are an athlete, a dancer or someone who needs more flexibility because of leisure time pursuits or work—you may need extra stretching to achieve your desired goals.

If you want to be more flexible, there is a best way to accomplish it.

Other reasons why people do flexibility or stretching exercises are:

- to reduce muscle tension;
- to obtain low back pain relief;
- to promote muscular relaxation;
- to develop a better posture;
- to find relief from cramps in the muscles

Strength

In our modern world most of us need less and less strength to live our daily lives. We no longer must saddle the horses, beat the rugs or churn the butter. In spite of this, athletes need strength today because we compete with higher levels of goals than ever before. You may need more strength to serve the tennis ball harder, to ski more aggressively or to kick a soccer ball harder.

A major reason for wanting strength as you grow older is to reduce the chances of developing osteoporosis (weakened bones) which can result in a severely hunched back (a "widow's hump") or easily broken hips.

If you want strength there is a "best" way to gain it.

Developing Aerobic Conditioning

Stamina, endurance or aerobic fitness are just a few of the terms which are used to describe the adjustment of the body's heart, blood circulation system, and lungs when greater demands are placed on the body to work longer and harder. There are a number of ways to achieve this "aerobic" fitness. But whichever you choose, you will be making the best contribution you can to a longer life. Exercising to develop stamina not only reduces body fat while it makes the body more effective, but it reduces stresses, blood pressure and harmful fats in the blood.

Eating Nutritiously for Improved Performance

Effective and adequate nutrition not only helps us to live longer, but it also aids us in developing muscle strength or in gaining more aerobic fitness. After all, we are what we eat and many people are actually undernourished. It is quite common to take in too few of certain vitamins and minerals. At the same time we often take in too much fat and sugar, and sometimes we take too much of certain vitamins or minerals.

Injuries and Other Problems from Exercise

Some people train so hard that they injure their health. Overtraining can not only increase your chances for injury and illness, it can actually reduce your performance. Excessive training increases the likelihood of the female athlete triad occurring — eating disorders, severe menstrual problems and bone loss (osteoporosis). We must guard against these problems for both our general health and our sport performance.

Many sport injuries can be prevented or reduced through proper exercise, clothing, shoes,

ying techniques, braces or orthotics may reduce the risk. Shin splints can be increased by proper shoes, poor techniques or by ignoring the need for proper orthotics.

Mental Conditioning

Your mental conditioning will determine how effectively you practice. Then when in competition it can give you the edge over your opponent. In many sports the mental edge can be the margin of victory. Your goal setting, your mental practice, your ability to relax under pressure, your ability to peak when it is needed — are all essential elements for a successful athlete.

The Completely Conditioned Athlete or Dancer

All of the above factors (strength, endurance, flexibility, nutrition and mental preparation) are essential for the athlete to function at her highest level. Coaches must be aware of how to work to help the athlete develop to her fullest in each of these areas and in each sport that she chooses for participation. There are "best" ways to accomplish these tasks. Competitive female athletes are every bit as motivated for success as are male athletes. They seek success just as much. They work just as hard. And they will profit by training using the best information that modern sport science has offered.

Chapter 26 Harassment, Sexual Harassment and Abuse in Sport

Some might question the inclusion of this chapter in a book on conditioning, but harassment by a coach or other athletes can make the sport experience unpleasant and have severe consequences for the athlete. Harassing behavior by a coach can not only "destroy" individual athletes, but it can also hurt recruitment to teams. It is therefore important to create a sporting environment that protects against harassment. (Research in this area has been done primarily in sport, but the findings may also apply to dance. It is certainly a potential fertile area for dance research.)

Harassing behavior is unfortunately found everywhere in society, in the home, at school, in business, and in sport. It can be the parent or teacher calling a child "stupid." It can be a first grader picking fun of another because of their big ears, skin color, thinness or size. It can be the bullies picking up on a weaker classmate. It can be the older athletes putting down the younger or less successful teammates or opponents. Hazing, or team initiations, can single out a person or group of people and subject them to embarrassing, degrading or secretive behavior. When a coach either allows such behavior or participates in it, an athlete will feel uncomfortable and the sport experience will offer less to the participant. A coach who initiates or allows harassing behavior is reducing the cohesion of the team. It is one of the worst examples of a motivating climate and is definitely a

Violence against girls and women is, in most countries, a large societal problem. Statistics from The United Nations concerning violence against women, reveals that: From 40%-60% of sexual assaults have been found to be committed against girls 15 years of age and younger, regardless of the region or culture.¹ We also know that sexual abuse occurs in the home. Spousal abuse, child beating and incest are well documented. Since sport in many countries plays an important role in the society, it is logical that behind these figures there would be perpetrators and victims who are connected with sport. At this moment an English Olympic swimming coach is in prison for a number of years because of sexual abuse. An Irish swimming coach is facing similar punishment as is a club swim coach from California..

We can state that where harassment and abuse occurs in the society, we are going to find harassment and abuse in sport. We want coaches, athletes and parents to be aware of how they can be used as subjects of harassment or abuse — and what can be done to minimize or eliminate the practice. We also believe that sport organizations can play a role in reducing harassment and abuse against women. First by developing policies to protect athletes in sport, but also by recruiting more girls and women into sport, because the self esteem gained from sport may act as a protective factor against increased violence and harassment in society at large.

Harassing and abusive behavior can be done by both genders toward both women and men. Most commonly it is male coach to female athlete or male athlete to female athlete. Over the years it has also been verified that male athletes also have been victims of sexual abuse, primarily by male coaches. It is probably often even more difficult for a male athlete to report an incident of harassment or abuse than for a female. In a study from Canada of 537 athletes and 72 coaches, reasons mentioned for why people were reluctant to report harassment were:²

Fear of being cut from the team	38%
Fear of not being believed	36%
Ashamed/embarrassed	51%
Loyalty to coach/team	29%
Don't know who to talk to	27%

The severe psychological damage that can be done to large numbers of female athletes makes this the most important chapter in the mental area of conditioning. For the athletes, it is important to understand what harassment is and how to avoid it, stop it, and report it. For coaches, it is important to understand the severe consequences of harassing behavior, both for your own coaching career and for the victim. It is also important that you, as a coach, report harassing and abusive behavior made by others if you see it. In the above mentioned study from Canada, athletes answered as follows on a question about who had initiated the harassment they had experienced:

Coach	25%
Official	14%
Teammate	30%
Spectator	22%
Parent	14%
Other	16%

These figures show that there are many other potential harassers in an athlete's (or a coach's) environment than just the coach or teacher. And some of the abusive behavior by others, such as by teammates or administrators, has left serious psychological scars on female athletes from which they may never recover.

What Is Harassment and Abuse?

We have already used the word harassment many times, so we had better define it. It is a difficult term to define, because any definition will contain a certain subjective, or interpretive element. This has been called the gray zone because not everyone perceives the same behavior in the same way. Hilary Findlay and Rachel Corbett, at the Centre for Sport and Human Rights Law in Canada write that: "Harassment is a behavior, by one person toward another, which is insulting, intimidating, humiliating, malicious, degrading or offensive. It creates negative and uncomfortable feelings for the person, or group of persons, to whom it is directed. Such a person may feel anything from a discomfort or embarrassment in the presence of the person or group of people displaying the behavior, to a feeling of terror or a fear for her safety."³

Harassment can take many forms whether physical, verbal, sexual or emotional and it often involves a combination of these elements. At the extreme end of the harassment spectrum we can find both "abuse" and "neglect." The Canadian report defines abuse as: "*Any form of physical, emotional and/or sexual mistreatment or lack of care which causes physical injury or emotional damage to a child.*" Another definition of abuse is "*invasion without consent,*" where an invasion on the basis of sex is psychological, physical or both.⁵

Some people include abuse in their definition of harassment, and write often about "less severe" and "more severe" forms of harassment. Others point to the fact that there are stages along a continuum of sexual violence, which runs from sexual discrimination, involving various institutionalized oppressions (differential pay structures, unfair work practices or conditions), to sexual harassment (a combination of personal and institutional issues, such as jokes, lewd comments or sexual innuendoes, physical contact, fondling), to sexual abuse (such as forced sexual activity or rape).

It is important to know that the common characteristic of harassment and abuse against children and adults is an abuse of power or authority and/or a breach of trust. Since coaches normally have a lot of power and athletes often trust their coaches very much, we should all be aware of the potential for negative things to happen in the coach-athlete relationship. A sport team can be viewed as a surrogate family — with the coach as the unquestioned patriarchal figure. For this reason some researchers see the sexual demands of some male coaches as incestual.

One athlete observed, "I consider it incest — that's what this is all about. Because the time spent, the demands, the friendship, the opportunity they're giving you something no one else can. They're brother, uncle, father — the child feels safe and will do anything. That's why it's incest."⁶

Consequences of Sexual Harassment and Abuse in Sports

Research shows that the impact of sexual harassment can be severe for the athlete. It may have devastating effects that can include:

- Reduced ability to concentrate
- Sleeplessness
- Diminished ambitions and self confidence
- Poor performance at work
- Sick leave from work or sport
- Negative effects on family life and parenting
- Persistent feelings of shame and guilt
- Diminished athletic performance
- Depression
- A complete withdrawal from sport and social activities⁷

Prevalence of Sexual Harassment and Abuse in Sport

uncomfortable environment.⁸ This includes everything from mild harassment to abuse. A pilot study of 250 sport students found that about 25% either knew about or had themselves experienced situations where a sport participant under the age of 18 had been sexually harassed by a coach.⁹ In a survey of 1200 male and female elite athletes in Canada, of the 226 who replied over 20% had experienced sexual intercourse with an authority figure in their sport, and 9% experienced forced sexual intercourse.¹⁰ Another Canadian study showed that there was far more evidence of harassment from peer athletes than from coaches.¹¹ A recent study in Norway found that 28% of the female elite athletes had experienced sexual harassment in sport either from an authority figure or from other athletes. This study compared female athletes to matched women outside of sport in work or educational settings. It concluded that elite athletes are not experiencing sexual harassment more than other groups in society. A difference between the athletes and the controls was found with regard to experiencing sexual harassment from an authority figure in sport compared with a supervisor or teacher. More athletes had experienced sexual harassment from an authority figure in sport (15%) than controls had done from supervisors or teachers (9%).¹² This indicates that authority figures in sports exhibit behavior toward athletes that is not tolerated or accepted at a workplace or in an educational institution. One reason for this may be that many Norwegian sports organizations have not developed the codes of conduct that have been required in business and educational settings. It should be noted that European sport is organized on a private club and national level, not in schools and colleges as is done in the U.S. Also the coaches and administrators in Europe don't need to be trained educators as is commonly true in the U.S.

The Coach-Athlete Relationship

"...when he told me to swim an extra 1000 yards, I swam an extra 1000 yards. That's the problem, you're in a one down position to your coach. You do what they tell you to do. You don't say no when you're a child, you don't say no to an adult if they have a lot of authority and you're somewhat intimidated by them. Many of the top coaches are married to former athletes, so that's a way society sanctions this. As soon as she turns 23, they get married, and, you know, legally that's fine. He retains all the power in that relationship, she may never be able to grow up and stand on her own feet."

The first thing to remember is that, regretfully, there are some men who go into sport and have sexual access to children. A coach has power and authority over the children they're training. Coaches should have respect from the parents, respect from the community and, because often their lives are dedicated to children, it's hard to believe that a person in that position can be an abuser. All of this can be used as a cover by a man who has sexual arousal oriented feelings toward children.¹⁴

If men are going to abuse children, they have to form a relationship first.¹⁵ Sport is a way of forming that relationship, and it is a way of turning that relationship into an abusive one. This is called "grooming." This grooming process can go on for years without the individual who is groomed realizing that there is an increasingly closer and stronger relationship between her and the perpetrator until she is unable to resist his sexual advances. The power afforded to the coach in his position of authority offers an effective camouflage for grooming and abuse. As the coach or authority figure moves psychologically and physically closer to the child athlete, the shift in boundaries tends to be unnoticed and is generally unreported. The athlete is usually bewildered by the sexual pressure and is afraid to report it because she risks the displeasure of her coach and teammates and may be punished by the coach by dropping her from the traveling team. Her career can be ruined if she reports the behavior. Consequently, the more talented the athlete, the more likely it is that she will become the sexual victim. A recreational athlete can just quit, but the goals of the potential elite athlete may require that she submit to the sexual advances of the coach in order to stay in his good graces. Without the support of the coach, she cannot get the extra

is and resist the power of the coach as is shown in the following quote. It should be mentioned, though, that this athlete suffered later through being ostracized by all the squads coaches.

"When I got there, the team was in the reception, and I was told, 'There is no room for you.' The coach heard it and said, 'Don't worry, you can come in my room.' And something just didn't end right. So I said, 'But I can't.' When you think, you know, if you're not allowed to bring a boy home, and you could certainly not bring him to your room ... how can you suddenly go into the coach's room? Now I think that the invitation wasn't innocent at all ... and no one helped me at all."

A coach has power and authority over the children he is training, and it is hard to believe that a person in that position can be an abuser. Coaches also often have a lot of respect from both the community and from parents. Offenders are ordinary citizens who look and act normal in public and are often well-liked and charismatic.¹⁷ "... many of these guys, like the guy who molested me, are very nice guys. They're successful, they're upstanding citizens in the community, according to male standards, so they don't look sleazy, they don't look like what we think of as a predator, even though they are — it is statutory rape."¹⁸

Marg MacGregor writes that children are most at risk from someone they know and that offenders tend to put a lot of time and energy into creating situations in which they have access to children. In sexual abuse, the coach exploits his power. This power is sustained because he has the skills and abilities to develop, enhance and maintain success and a strong reputation for the sport. Athletes want skill, improvement and selections, the parents want success for themselves and for their daughters, and the administrators need success in the sport for it to flourish and for their careers to survive. Because of these factors the coach is afforded the respect of authority and is in a position of power over athletes.¹⁹

actors

Here are some of the main findings from research studies that are particularly relevant for coaches and athletes:

The risks of sexual harassment and abuse in sport are increased for particularly young girls, whom the differences in age between perpetrator and victim leads to an unequal power relationship.

The victims also are likely to have low self esteem in spite of being among the best on the team.

If the child gets effective supervision from the parents, the perpetrator has less opportunity for abuse.

Other "at risk" athletes are those with disabilities or learning difficulties and/or those for whom access to others is difficult, are also more vulnerable to abuse. The same is true for women athletes with eating disorders.

The research indicates that a distant relationship of the daughter with the parents, especially the father, may well also be a risk factor for sexual abuse in sport.

"We were just ripe for the picking ... everyone on our team was going through some personal family difficulty ..."²⁰

In addition to parents, other people in the environment of the child are also important. Children who are isolated from other children seem to run a higher risk. Among athletes under 18 years of age the following four situations seem out to be particularly risky: attending national or international tournaments, being massaged by the coach, being at the coach's home, and when the coach drives the athlete home.

The sport context represents another set of potential risks of sexual abuse for the female athlete. Organizations which have no formal policies or procedures for recruiting, checking

volunteer labor is often welcomed with little or no screening. Sports in which it is possible for individuals to be isolated either in or from the main training area, or where the athletes are on trips away from home, clearly have a responsibility to implement rigorous safety procedures.

Combating Sexual Harassment in Sport

A number of sports federations, schools, colleges, and countries have set, or are setting, standards for athletes, coaches and other authority figures. The International Olympic Committee did this in 2007. If you are an athlete, coach or parent, you should insist that a policy on sexual harassment and abuse be developed and implemented.

WomenSport International is an international organization whose aim is to bring about increased opportunities and positive changes for women and girls at all levels of involvement in sport and physical activity. WomenSport International has established a task force that has developed a brochure on sexual harassment in sport. Concerning prevention, WomenSport International encourages all sport organizations to:

Prepare and implement codes of ethics and conduct for coaches, whether they work with adults or children.

Foster a climate of open discussion about the issues of sexual harassment and abuse so that athletes with problems feel confident enough to speak out.

Develop athlete autonomy wherever possible including adopting coaching styles which give optimum autonomy and responsibility to athletes.

Become involved in coach education programs which inform and advise about the ethical and interpersonal issues of sexual harassment and abuse and about the technical aspects of physical touch in coaching the sport.

Adopt athlete and parent education programs which inform and advise athletes on their rights and how to maintain their integrity and autonomy.

Introduce and use reporting and mediation systems for both athletes and coaches, ideally with the assistance of trained social work or counseling professionals.

Ensure that parents are fully informed of the whereabouts of their children at all times and are involved as fully as possible in supporting the work of coaches.

Adopt rigorous screening procedures for the appointment of all personnel, whether coaching staff or voluntary workers.

Be constantly vigilant and avoid complacency and expect and demand the highest standards of accountability at all levels of the sport.

Celebrate the good work of athletes and coaches on a regular basis.

Coaches, as those closest to the athletes, have a duty to become aware of the high ethical standards of sport. They then need to not only be aware of their own potentially harassing behavior, but they should also teach their team members about harassment and abuse. In Canada a number of high schools and colleges have brought in experts on sexual harassment to talk to athletes. The rules adopted by the sport associations include both heterosexual and homosexual harassing. For example the rules state that if a person makes a potentially degrading remark especially calling someone a "fag" or "dyke," that person can be declared ineligible for the game or even the sport season.

The coach is the key person in the hierarchy of an athletic program. He or she can influence the way the athletes treat each other and how all coaches and administrators can work to ensure an abuse- and harassment-free environment. With this in mind, here is a proposal for coaching concerns.

Responsibility of the Coach

r activity and ability, regardless of gender, ethnic origin, cultural background, sexual orientation, religion or political affiliation.

Coaches have a duty and responsibility to take seriously all incidents or complaints of sexual harassment.

Sports massage should only be performed by trained personnel.

Sexual Relationships

Within the (professional) relationship between trainer and athlete, it is possible that either party will develop feelings which are not directly related to the practice of sport, such as fondness, love or a 'crush'. Sexual relations between the coach and athlete are strongly discouraged. It is advisable to bring one of the relationships to an end, whether this is the sporting or the sexual relationship.

No sexual activity/contact is allowed between athletes who are minors while on team trips, in sports facilities used by the team/organization, directly before, during or after team practices, games, training sessions or social activities conducted by the team or sports organization. No personnel shall have a sexual relationship with athletes in the same organization. When a person is in a position of trust or influence (such as a coach, league official, trainer), regardless of the fact that either or both persons may be of the legal age of consent.

Respectful Life

The coach will at all times during training sessions, matches and traveling, act in a respectful and reserved way toward the athletes and toward those spaces which the athlete occupies, such as changing rooms or hotel rooms. This requires that the coach will not intrude into the private life of the athletes — including asking questions about their outside lives or attempting to "date" the athlete.

A single coach or trainer should not be in the dressing room with athletes while they are showering or changing; two adults should be present together. If athletes are not comfortable showering or changing in the locker room then they should do so at home.

Staff members should not change or shower at the same time as athletes. Members of integrated teams should not shower or change in the same room at the same time. Comparable facilities should be provided for both sexes, or the athletes should alternate using the shower facilities.

Parent Relationship

1. When athletes are minors, the team should attempt to organize activities where parents/families can be included. Activities for "athletes only" should take place in a public facility; activities which take place in a private home should involve parents/guardians.

Venues and Meeting Places

Avoid unaccompanied and unobserved activities with athletes. This includes being alone in a room or vehicle.

No one other than the occupants of a given room will be permitted in the room unless the door is left open for visual access to outsiders.

The athlete will preferably not be received by the trainer at home without another adult present.

Language

The coach should refrain from using profane, insulting, harassing or otherwise offensive language; refrain from making sexual innuendoes about athletes.

Touching should never have a sexual nature, sexual undertones, or sexual jokes or innuendoes attached to it.

The trainer will refrain from all forms of sexually-charged verbal intimacies.

Touching

Where physical contact between coach and performer is a necessary part of the coaching process, coaches must ensure that no action on their part could be misconstrued and that any guidelines on this matter are followed.

Understand that coaches' intentions and athletes' interpretations of touching will be influenced by cultural differences and religious implications: by the age, sex and sexual orientation of the athlete, and the coach; and by their status as able-bodied, sick or disabled.

Be sensitive to the impact of different degrees of interpersonal proximity and be aware that unnecessary touching may offend. Be careful about which parts of the body are touched — different parts have varying social and sexual connotations. There is a difference between touching the limbs and handling the torso. Touching areas close to erogenous zones is less acceptable than touching other parts of the body.

The coach may not touch a athlete in such a way that the contact can be reasonably interpreted by either party as being of a sexual or erotic nature, as would be the case in, for example, deliberately touching (or making someone else touch) genitals, buttocks or breasts.

All physical contact between athletes or between coaches and athletes should be for the following purposes:

- to develop sport skills/techniques
- to give sport massages
- to treat an injury
- to prevent an injury, e.g. spotting in gymnastics
- to meet the requirements of the specific sport.

Coaches and athletes must also be aware of how remarks that athletes view as harsh can reduce the athlete's performance and the performance of the team. It is well known in psychology that positive comments are far more motivating than negative remarks. The problem is that the "power drive" often makes it far more normal to degrade a person than to encourage and teach.

Codes of Conduct

A number of codes of conduct have been developed by sport and political organizations. More than 100 codes, policies, and other materials relating to ethical practice in sport and leisure have been analyzed by one study.²¹ Many of these had been designed specifically with anti-harassment objectives in mind. In spite of the differences between cultures, the content analysis of the different national codes of conduct for coaches revealed many common areas, which are sport specific. These central themes were:

- issues of responsibility of the coach
- issues concerning intimate relationships
- private life
- coach/parent relationship (cooperation with parents)
- venues and meeting places (being alone with an athlete)
- the language of the coach
- touching

Over the last few years, sport organizations seem to be more aware of the importance of trying to prevent sexual harassment and abuse. A logical consequence of what has been pointed out in this chapter is that awareness, information and education are very important and highly needed, whether it concerns coaches, parents or the athletes themselves. Sexual harassment and abuse in sport have probably gone on for as long as sport has existed. Lack of research and knowledge, insensitivity of the theme, lack of policies and code of conduct and procedures may be some of

International Olympic Committee (IOC) had its second world wide conference for women and men. The conference adapted a resolution with the following item concerning sexual harassment:

"Urges the International Olympic Committee, the International Sports Federations, the National Olympic Committees and the National Federations to develop and implement a policy on sexual harassment including codes of conducts for athletes, coaches, sport leaders, and other Olympic parties to include this theme in all workshops and conferences organized by the International Federations and the National Olympic Committees."

If this resolution is followed up into practice one can hope for a worldwide consciousness raising concerning sexual harassment and abuse in sport, which in the end should lead to a more active and enjoyable sport for girls and boys, women and men.

If you are being harassed or feel unsafe when you are training or playing sport, tell someone. Remember, it is not your fault.

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Epilogue

Now that we have looked at the best in scientific evidence relative to how our bodies work, what does it mean in terms of your own behavior as a coach, teacher, dancer or athlete?

Will you make the changes in your routines to adhere to what the sport scientists and experts have recently found relative to conditioning effectively? Or will you continue to do what has been done for many years? It is difficult to change!

And remember that this book doesn't finalize the scientific contributions to effective conditioning. Nutritional knowledge doubles every three years. New findings on biomechanics, exercise physiology, sport psychology, sport sociology are being reported every month.

As a coach or athlete, you may be interested in keeping up with what is going on in the sports for women and girls. The recently published work *Women in Sport*, edited by Dr. Barbara Drinkwater, is a volume in the series titled *The Encyclopedia of Sports Medicine* that is sponsored by the International Olympic Committee's medical committee and the International Federation of Sports Medicine. It is essential for high-level coaches and sports medicine people who want to be current in the field of women in sport.

As a high school coach you can join your local or state coaches organizations. There are also national coaches associations for most sports.

WomenSport International is a worldwide group advocating the inclusion of more w

Womens' Sport Foundation is an American group with many of the same concerns locally that WomenSport International has globally. Many coaches and researchers are members of both groups.

Women's Sports Foundation