



**SafeSport
Pathways**

**Migrant Youth Athlete
Safe Recruitment
Digital Toolkit**

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“SafeSport Pathways: Migrant Youth Athlete Safe Recruitment Digital Toolkit”

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A young boy with dark, curly hair and blue eyes is looking over a soccer ball. The ball is white with blue and green patterns. The background is a plain, light-colored wall.

PART I

INTRODUCTION:

START SMART

Like any young athlete, you dream big. A new country, a professional contract, and the chance to change your life. But in the world of professional sports, talent is a target and not every opportunity is safe. Not every scout, agent, or coach has your back.

This guide is here to make sure YOU don't get PLAYED. Stay sharp, know your rights, and learn to spot the "red flags" before you sign on the dotted line or join a club. This guide is here to help you:

- Understand how sport opportunities really work
- Know your rights
- Spot danger signs early
- Make safe and smart decisions

What is “Safe Recruitment”?

Recruitment is the process of a scout, agent, academy or club offering you a spot to play or train. Safe Recruitment means the process is transparent. You aren’t a product; you’re a person.

Safe recruitment means:

- You are given honest information about the opportunity
- You are not pressured or rushed
- You (and your family) understand everything before agreeing
- Your well-being comes first, not money or performance

Unsafe recruitment can include:

- False promises (“You will definitely go pro!”)
- Being asked to pay large fees upfront
- No written agreement or contract
- Being told to keep things secret
- Someone controlling your travel or identity documents

A Green Light Safe

- Honest info about opportunity, pay and housing.
- You have time to think and talk to family.
- They want you to finish school/education.
- Your well-being is the #1 priority.

A Red Flag Danger

- “Secret” deals or promises of “guaranteed” fame.
- **High pressure:** “Sign now or the deal is gone!”
- They tell you to drop out or ignore your family.
- They ask for large upfront fees to “register” you.

Pro Tip: If a deal feels too good to be true, or if you’re being rushed, pause. A real professional will wait for you to do your own careful review of the offer.

What Legitimate Recruitment Looks Like

Legitimate recruitment isn't a secret. It follows a trail of paperwork and official channels. If a deal is real, it will stand up to these checks:

Official ID: The scout or agent should have a verifiable profile on a club or federation website. In many sports this means that they must be registered with the Federation (like FIFA, FIBA, etc).

Direct Contact: The club should contact your current coach, academy, or parents – not just you via private DM.

Transparent Costs: Real academies won't ask a player to pay "registration" or "visa fees" into a personal bank account or via a money transfer like Western Union.

Invitation Letters: If you are travelling, you must receive an official invitation letter on the club's official letterhead for your visa application.

A safe agent/recruiter:

- Is registered or approved by the sporting governing body or club
- Explains everything clearly
- Does NOT pressure you
- Puts your well-being first

If someone promises "quick success" or asks for money upfront, be careful. This can be a sign of a scam.

Slide into the DMs: Digital Red Flags

In today's world, your phone is a scout or agent's entry point. Protect it. Be wary (careful) of recruiters who only want to talk on apps like Snapchat or use "disappearing messages." Real business stays on the record. It's done formally. A scout or agent shouldn't be talking to you directly without your parents' or guardians' knowledge and consent if you are under 18 years of age. That's crossing an ethical red line already if they do. You need to be cautious of how fake scouts and agents can con you into trusting them. Using social media like an influencer is one of them.

The "Follower" Flex: Don't trust an account just because it has 50k followers. Cross-check their name (and photo) on official League or Federation agent directories.

Private Requests: If a scout, agent or coach asks for photos of you in anything other than your match kit/training gear to "check your fitness", block them immediately and report it. They could be a predator in disguise.

What Is a Contract?

A contract is a written legal agreement that explains what you will do (training, playing/competing); what the academy/club/agent will do (support, payment, education); and your rights and responsibilities.

Contracts: Don't Just Sign It, Read It, Understand It. Once you sign, you are bound to those rules. If you are under 18, your parents or legal guardians must approve the contract. You cannot sign on your own.

No Paper, No Play: Never agree to a deal that isn't in writing! In the eyes of the law, if it's not in writing, it doesn't exist.

The Language Barrier: You have the right to a translation if the contract is in another language. Never sign something you can't read and understand.

The Exit Strategy: Does the contract say what happens if you get injured? Does it explain how you can leave if things go wrong?

Get a Second Opinion: Always have a trusted adult or a lawyer check the fine print before you sign.

Don't let yourself be pressurised to sign. An offer doesn't expire in a short period. A real agent knows this.

"Conflict of Interest": An agent can't represent you and the club. If they do, it's known as a conflict of interest. Walk away.

The Safeguarding Dictionary: Words You Need to Know

Knowing the correct terminology (meaning of words) helps you call out bad behaviour before it goes too far.

Abuse: Any action that harms you or makes you feel unsafe. It isn't always physical (hitting or pushing). It can be emotional (shouting or shaming you in front of the team), verbal (threats), or sexual (any unwanted touch or comments). "Tough coaching" is never an excuse for abuse.

Grooming: This is a gradual process (it happens slowly). A predator builds a special bond to make you feel "chosen" (gifts like sports gear or extra attention) to isolate you from your family and control you later. They often make their victims feel like they are the only ones they can trust – not their friends or their family ("I understand you – they don't" kind of vibe). Groomers will also test the water bit by bit. Doing things slowly to push boundaries and for you to let your guard down. They wait for you to trust them completely before they pounce. Often, by that time, they've convinced you that what they're doing to you is "normal" or "you wanted it". They will also try to use guilt, shame or blackmail to control you once they've abused you. What they are doing is a crime. It's not your fault even if you have said "yes".

Sextortion: This is a form of blackmail where someone gets you to send private photos or videos, then threatens to leak them or kick you off the team unless you do what they want (like provide "sexual favours"). It's a serious crime that must be reported.

Trafficking and Exploitation: When you are treated like a commercial product rather than a person, an athlete. You're just there to earn them money. If they move or recruit you under false promises, take your passport, or force you to work/train in conditions, or do things that you didn't agree to, it is trafficking. Examples include promising a professional

sporting career but abandoning you; taking your passport; forcing you to work or do things you didn't agree to; not paying you fairly; making you train too much; or using your talent to make money while you get nothing. Some athletes are tricked by fake agents, and they don't even make it to a team or club. Instead, they are exploited elsewhere. That is why it is so important that the deal you're being offered is legit.

Anti-Trafficking Safeguards

Trafficking often looks like "opportunity" – the golden ticket to success and fame. That is, until the trap snaps shut. Use these hard rules:

Never Hand Over Your Passport: No coach or agent needs to "hold" your passport for safekeeping. Keep it yourself. Give them a photocopy instead.

The "Third Party" Rule: Never go to a meeting with a new recruiter alone. Bring a teammate (if you're over 18), coach, or parent.

The Debt Trap: If an agent says you "owe" thousands for "expenses" before you've even started, they are trying to tie you to them. Legitimate agents get a commission after you get paid. And those commissions are capped by federations and clearly signposted in your contract.

Moving to a new country is a great achievement, but it can make you feel vulnerable, especially if your visa status is unclear. But your rights as a human being do not depend on your visa. You are the one with the skill. The club needs you to succeed. If they treat you poorly, they are damaging their own investment. Even if you are "undocumented" or have the wrong visa, labour laws and human rights still apply to you. There are special legal protections for victims of exploitation that allow you to stay and get help regardless of your papers.

Safety Lifeline: Keep a digital "Safety Pack" (photos of your passport, contract, and flight tickets) in a private Google Drive or iCloud account. If your physical phone or passport is taken, you can access these from any computer or smartphone to prove who you are.

Remember: You are an athlete, not an object. If you feel like you are being bought, sold, or hidden, reach out for help. You worked too hard to get here to let someone else steal your future.



PART II

KNOW YOUR RIGHTS:

CORE RIGHTS EVERY YOUTH ATHLETE MUST KNOW

No matter where you come from or where you play, you have rights. These rights are rules that protect you as a young person, as an athlete, and as someone living or travelling in another country. Your rights do not disappear when you join a team, sign a contract, or move abroad.

Your Basic Rights as a Young Person

These rights apply to all children and young people, everywhere.
No exceptions!

1. You have the right to be safe
2. No one is allowed to hurt you, threaten you, or make you feel unsafe.
3. You have the right to be treated fairly. You should not be treated badly because of
 - Where you come from
 - Your race or nationality
 - Your gender
 - Your religion
4. You have the right to speak and be heard. You can ask questions, share concerns, and say when something feels wrong. Adults must listen to you. If a drill is dangerous or a situation feels off, you have the right to ask questions without being punished.
5. You have the right to say NO! Even if someone is a coach, an agent, or a club official. You can say no to anything that makes you uncomfortable or violates your boundaries.

Your Rights as an Athlete

When you join a team or academy, you also have sport-specific rights.

1. Right to safe training
 - Training must not harm your body
 - You must get rest
 - You should not be forced to play when injured
2. Right to education
 - If you are under 18, you must be able to go to school. It's a priority. Your education must not be ignored for sport. Any club that tells you to skip school to train is breaking the rules. Your future is more than just the sport.
3. Right to healthcare
 - You have the right to medical care if injured, support for your mental health, and proper recovery time.

4. Right to fair treatment

- You should not be overworked, punished unfairly, or forced into unsafe conditions.

Your Financial Rights

Knowing what to do with your money can be confusing. Your rights are simple. You need to stay in control of your earnings. Predatory agents and other people often use money to control and exploit athletes. You have the right to:

- Know if you will be paid
- Understand how much you will be paid
- Know who is receiving money for your talent (who is getting a “cut” – agent’s fees, and what the cap on that is)
- Control of your own bank account (no one should control that other than you or your parents/legal guardians)

Warning signs

- You never see any money earned from your playing
- Someone else controls all your money
- You are told “you will be paid later” or “after the season” without proof fees to “register” you.

Important: No one should use your talent to make money while you get nothing.

Your Contract Rights

If you sign a contract, you still have rights. You never lose your rights – and you can’t sign your rights away! You have the right to understand the contract and what you are signing, have it explained clearly, and get legal help before signing. You should NEVER be forced to sign, be rushed, or sign alone (if you are under 18, your parents or legal guardians must co-sign the contract with you). Remember: A contract must protect you too, not just the club.

Your Rights as a Migrant Athlete

If you move to another country, you have extra protections.

1. **Right to your documents:** Your passport and ID belong to you.
 - It is illegal in almost every country for an employer or agent to take your passport.
2. **Right to safe living conditions**
 - You have the right to a clean, safe bed, housing, and enough food to fuel your body. If you are sleeping on a floor or going hungry, your rights are being violated.
3. **Right to contact your family:** You must be able to call or message your family; stay connected, and no one should isolate you.
 - No one has the right to stop you from calling your family, or controlling when you can call them or what you can tell them. Isolation is a tool used by predators and traffickers to keep you compliant.

Special Protections Under the Law

Different laws and rules exist to protect you. Major sports organisations have strict rules to stop the trafficking of young talent. If you are under the age of 18, you cannot be transferred between clubs internationally unless strict safety rules are followed. Clubs must prove they will protect your education and well-being. These rules can be found on your federation's website under "international transfers".

Even if your visa has expired or you entered the country on the "wrong" papers, you are still protected by local labour and child protection laws. Being "illegal" does not make it legal for someone to abuse you.

Child protection laws exist to keep children safe from harm, prevent abuse and exploitation, and make sure adults act responsibly.

Sport federation rules mean that clubs and academies must protect young athletes, stop abuse and unfair treatment, and above all, create safe environments.

These rules exist to protect YOU!

How Do You Know If Your Rights Are Being Violated?

You might notice different signals, such as:

- You feel scared, anxious, or depressed
- You are not allowed to speak freely
- You are controlled or watched all or most of the time
- You are not paid or treated fairly
- You are living in poor conditions
- Someone else has your passport and won't give it back to you when you ask
- Someone else has control of your pay
- Someone has hurt you physically or verbally (with their words)
- Someone is making you, guilt-tripping you, or blackmailing you to do things that make you feel uncomfortable or violate your boundaries

If this is happening, your rights are being broken.

What You Can Do

If you feel that your rights are being violated (broken), don't keep quiet! There are people who can help you.

Step 1: Say NO!

Step 2: Go to a safe space

Step 3: Speak up (Get help)

You are allowed to ask for help – even if someone tells you not to, threatens you or your sporting future.

Tell:

- A trusted adult
 - At your academy or club, this might be a coach or safeguarding officer. The safeguarding officer is there to help you if your rights (big or small) are being broken. That's their job. If you don't feel safe to speak to either of them, tell a teammate's parent, your own parent, a family member.
- A teacher/educator
- A support worker/NGO

- There are special groups (NGOs) who can assist you if you are a victim of abuse or crime, or have special needs as a migrant. A list of key contacts can be found at the end of this toolkit.
- A doctor or nurse
- A police officer
 - Don't be scared of the police. They are here to help you. Even if the person tells you, you will be in trouble if you speak to the police – don't believe them!

YOUR VOICE IS YOUR POWER!

REMEMBER: A contract might say you belong to a club, but your rights belong to you. Don't trade your safety for a chance at stardom. Real stars are protected. **Your rights stay with you. Always.**

Key Takeaways

- You have rights as a young person and as an athlete
- These rights protect your safety, health, and future
- No one is allowed to take your rights away
- If something feels wrong, speak up



PART III

SPOT THE RED FLAGS:

COMMON EXPLOITATION RISKS AND SCAMS

Not all danger looks obvious. In sport, problems often start small with something that seems normal, friendly, or exciting. But over time, these small warning signs can turn into serious harm. This section helps you recognise danger early. Many harmful situations start with something that looks like a great opportunity.

The “Too Good to Be True” Offer

What it looks like

Someone promises:

“You will go pro very quickly!”

“We guarantee a contract in Europe!”

“This is your big chance – don’t miss it!”

Why this is a red flag

- No one can guarantee success in sport
- Real opportunities take time and proof
- Scammers use excitement to stop you from thinking carefully

If it feels rushed or too perfect, slow down.

Fake or Untrustworthy Agents

What it looks like

Contact through social media only

No official documents or proof, but offering trials or contracts

Avoid answering your questions

Ask for money upfront

Why this is a red flag

- Some agents lie about opportunities
- Take your money and disappear after you pay (pay-to-play scam)
- In many sports, a real agent will have credentials (they will be registered with the federation, and known to the club or academy)
- Real agents don’t just have a social media account; that’s not how professionals operate

Stay safe

- Always check if the agent is registered
- Speak to a trusted adult

- Never trust someone just because they sound confident

Paying Money for Opportunities (Pay-to-Play Scams)

What it looks like

- “Pay this fee, and you’ll get a trial overseas”
- “This guarantees your selection”
- “Borrow money now. You’ll earn it back later”

Why this is a red flag

- Some systems create debt to control you
- You may never get the opportunity promised
- Families can lose a lot of money

Real clubs do NOT depend on large upfront payments from young athletes – especially not for trials or placement on a team. You will find all the information you need on the club or academy’s website, where talent development is offered, if the programme has fees.

Contracts That Don’t Feel Right

What it looks like

- You don’t understand the contract (complex terms)
- It’s in a language that you don’t understand
- It is not explained properly
- You are told to sign quickly
- You are not allowed to show it to your family or lawyer (this is illegal, especially if you are under 18)

Why this is a red flag

- Some contracts are designed to control you
- It can give all control to the agent/club/academy
- You don’t know what happens if things go wrong
- You may lose your rights or money

- You may be tied to unfair conditions and exploited

If you (and your family) don't understand it, don't sign it.

Control Over Your Life or Documents (Coercive Control)

What it looks like

- Someone takes your passport and identity documents
- You are told where you can go (and can't go)
- You are not allowed to leave or contact others or only under their strict supervision

Why this is a red flag

- This can be a sign of exploitation or trafficking.

No one should control your freedom. Your documents belong to YOU.

Grooming and Manipulation

What it looks like

- Giving you special attention, opportunities or gifts
- Treating you differently from others
- Someone slowly crossing your boundaries
- Asking you to keep secrets
- Messaging you privately a lot
- Creating a "relationship" with you – only they understand you

Why this is a red flag

- Grooming is when someone builds trust and then slowly takes control.
- They are trying to isolate you from others (but you won't see it – because they manipulate you into thinking that no one else gets you).
- It may feel friendly at first, make you feel "chosen" or "special", but it is all a trick and can become harmful and lead to abuse and exploitation.

Online Scams and Risks

What it looks like

- Offers through Instagram, WhatsApp, or TikTok
- Requests for personal photos or videos
- Messages that become sexual or uncomfortable

Why this is a red flag

- Fake recruiters often work online
- Grooming and abuse can happen digitally
- Your images or messages can be used against you

Never share personal or private content with someone you don't fully trust. Never share private content with an adult.

Unfair or Unsafe Training Conditions

What it looks like

- Forced to train when injured
- Too much training without rest
- Being shouted at, humiliated, or punished

Why this is a red flag

- These are signs of poor practice that can become worse and turn into abuse.
- Not all “tough training” is safe or okay.

Fear, Pressure, and Silence

What it looks like

- You are scared to speak up
- You feel you must obey everything
- You think you will lose your chance if you complain

Why this is a red flag

- Many athletes do not report harm because they fear losing their career or they think it is “normal”

Feeling afraid is a warning sign – not a weakness.

Human Trafficking

What it looks like

- You are promised a sports career, but it never happens
- You are forced to work or do other things
- Travel arranged by someone else / the wrong visa
- You are abandoned in another country
- You owe money and cannot leave
- Someone is controlling you and using you for their benefit

Why this is a red flag

- You arrive and nothing is as promised.
- You are in debt.
- You are forced to work or play.
- These are often signs of trafficking. This can happen in sport, at the club/academy and outside it.

Sport should NEVER be used to trick or control you. Seek help immediately.

"STOP AND THINK"

Before saying YES, ask yourself:

- Do I understand everything?
- Have I spoken to a trusted adult?
- Am I being rushed?
- Does anything feel wrong?

If YES to any concern: Stop. Get help.

Stay Smart, Stay Safe

Not everyone who offers you something is trying to help you. But you can protect yourself by:

- Asking questions
- Looking for warning signs
- Speaking up

Key Takeaways

- Red flags are warning signs – don't ignore them!
- Scams often involve money, pressure, or secrecy
- Control over your life or documents = danger
- Online offers can be risky

You are allowed to say NO and ask for help



PART IV

LEVEL UP:

SAFE RECRUITMENT CHECKLIST

A step-by-step process tool that allows you and your family/guardians to assess the legitimacy and safety of potential recruitment or transfer opportunities.

Level Up: Safe Recruitment Check

A step-by-step guide to making safe decisions. If you are under 18, this guide should be used with your parents or legal guardian. Use this guide every time you are offered:

- A trial
- A contract
- A chance to travel
- Help from an agent or scout

This is a simple process to help you decide if an opportunity is relatively safe. Contracts should always be looked over by a lawyer.

STEP 1: PAUSE

Do not rush into a decision.

Ask yourself:

- Am I (or my family) being told to decide quickly?
- Do I feel pressured?

If yes, this is a warning sign.

Real opportunities give you time to think.

STEP 2: CHECK THE PERSON

Find out who is offering the opportunity.

Ask:

- Who are they?
- Are they a real agent, coach, or club?
- Can they prove it?
- Do they exist outside of social media?

Safe signs

- They are verified or registered
- They are willing to speak to your parent or guardian
- They answer questions clearly and explain it at a level you can understand

Warning signs

- They only contact you through social media
- They avoid your family
- They make big promises very quickly

If you cannot confirm who they are, do not trust the offer.

STEP 3: CHECK THE OFFER

Make sure the opportunity is clear and real.

Ask:

- Is there a written contract?
- Do I (and my family) understand what it says?
- Has someone explained it to me?
- Has a lawyer looked at it?

Safe signs

- There is a written agreement
- The details are clear (agent, academy, club, location, support)
- You are given time to review it

Warning signs

- There is no contract
- The language is confusing
- You are discouraged from seeking legal advice
- You are told to “just sign it”

If you and your parents do not understand the agreement, do not sign it.

STEP 4: CHECK THE MONEY

Understand all costs involved.

Ask:

- Am I being asked to pay money?
- How much, and for what?

Safe signs

- Costs are clear and reasonable
- No large upfront payments

Warning signs

- You are told to pay quickly
- You must pay a large amount upfront
- Your family must borrow money

If you are asked to pay large fees, be very careful.

STEP 5: CHECK THE TRAVEL

Make sure travel plans are clear and safe.

Ask:

- Do I know exactly where I am going?
- Who will meet me?
- Where will I stay?

Safe signs

- A clear travel plan
- Safe accommodation arranged
- Your family is informed

Warning signs

- Plans are unclear or changing
- You are told to travel alone without support
- You are told to get the wrong visa (tourist visa)
- You are given fake travel documents
- Someone will help you cross the border
- Details will only be given later

If the plan is unclear, do not travel.

STEP 6: CHECK YOUR FREEDOM

Make sure you stay in control.

Ask:

- Will I keep my passport?
- Will I keep my money?
- Can I contact my family at any time?
- Can I leave if I feel unsafe?

Safe signs

- You keep your documents and money
- You can communicate freely
- You are not restricted

Warning signs

- Someone wants to take your passport or money
- You cannot contact your family
- Your movement is controlled

If you don't have control, the situation is not safe.

STEP 7: CHECK WITH A TRUSTED ADULT

Do not make decisions alone. If you are under 18, legally, you can't make a decision without your parents or a legal guardian.

Talk to:

- A parent or guardian
- A trusted coach
- A safeguarding officer
- A teacher or mentor
- A social worker

Ask for their opinion and support.

A safe opportunity will always allow you to involve a trusted adult.

STEP 8: TRUST YOUR FEELINGS

Pay attention to how you feel.

Ask yourself:

- Do I feel safe?
- Do I feel confused?
- Does something feel wrong?

If something feels wrong, take it seriously.

FINAL DECISION GUIDE

Safe to continue

- The person is verified
- The contract is clear
- There is no pressure
- Costs are reasonable
- Travel and accommodation arrangements check out
- You feel safe

Be cautious

- Some details are unclear
- You need more time or information
- You don't feel comfortable – something feels off

Do not continue

- You feel pressured
- You are asked for large payments
- There is no contract
- You feel unsafe or confused

CHECK BEFORE YOU CHOOSE

1. Pause
2. Check the person
3. Check the contract
4. Check the money
5. Check the travel
6. Check your freedom
7. Ask an adult
8. Trust your feelings

SPORT CONTRACT RED FLAG CHECKLIST

Use this structured checklist before signing any professional sports contract. A single “No” does not necessarily cancel the agreement, but multiple risk indicators significantly increase the likelihood of a problem or exploitation.

1. Contract Formalities

- Is the contract in written form?
- Are all annexes and federation rules attached (not merely referenced)?
- Are amendments required to be in writing?
- Has the contract been reviewed by independent legal counsel?

Red flag: No written agreement or reliance on verbal assurances.

2. Core Employment Terms

- Is the duration clearly stated (start and end date)?
- Is the competition level specified?
- Are performance obligations objectively defined?
- Are training and match participation expectations clear?
- Is the governing law specified?
- Is the dispute resolution forum clearly identified (court/arbitration)?

Red flag: Vague language such as “reasonable efforts” or undefined duties.

3. Salary and Financial Protection

- Is salary clearly defined as gross or net?
- Is the payment schedule fixed (specific date each month)?
- Are bonuses tied to objective, measurable criteria?
- Are late-payment penalties included?
- Is pension provision addressed?
- Is tax responsibility clearly allocated?

Red flag: History of late payments or unclear bonus triggers.

4. Insurance and Injury Protection

- Is there insurance for a career-ending injury?
- Is salary protected during injury?
- Are rehabilitation obligations defined?
- Is the athlete entitled to a second medical opinion?
- Are medical decisions independent from performance pressures?

Red flag: No injury insurance in a high-risk sport.

5. Termination and Exit Rights

- Is termination for “just cause” clearly defined?

- Are disciplinary grounds limited and proportionate?
- Does the athlete have termination rights comparable to the club?
- Is there a release clause or buyout mechanism?
- Are renewal clauses optional rather than automatic?

Red flag: Unilateral termination rights favouring the club only.

6. Disciplinary and Fine Provisions

- Are disciplinary rules provided in full?
- Are fines capped or proportionate?
- Is there a clear appeal process?
- Are sanctions aligned with federation regulations?

Red flag: Open-ended discretionary fines.

7. Working Time and Schedule Protections

- Is the training and match schedule framework described?
- Is annual leave addressed?
- Is notice required for schedule changes?
- Are rest and recovery periods considered?

Red flag: No notice requirements for schedule changes.

8. Image Rights and Commercial Obligations

- Is image-use limited in scope and duration?
- Is compensation provided for commercial exploitation?
- Are sponsorship obligations reasonable?
- Do image rights revert upon contract termination?

Red flag: Perpetual or unpaid image rights.

9. Mobility and Restrictive Clauses

- Are non-compete clauses time-limited and proportionate?
- Are transfer conditions transparent?
- Are post-termination restrictions justified?

Red flag: Broad mobility restrictions beyond the contract term.

10. Negotiation Conduct

- Was sufficient time given for review?
- Were revisions permitted during negotiation?
- Do written terms reflect verbal assurances?
- Is the counterparty financially stable?

Red flag: Pressure to sign immediately without review.



PART V

REAL STORIES, REAL CHOICES: SCENARIO-BASED LEARNING

These are real stories (simplified and anonymised) from the world of sport. They show how situations can start small and escalate to very serious levels. The goal is not to scare you. It is to help you recognise danger early and stay safe.

Most harmful situations do NOT start with something obvious. They often begin with:

- A small favour
- A promise
- A gift
- A “special opportunity”

Then they slowly become:

- Control
- Pressure
- Abuse
- Exploitation

Early warning signs matter. And understanding what can happen when you make a risky choice.

SCENARIO 1: “The Extra Work”

Story:

You are 15 and have just moved from your hometown to join a football club in a big city. Your family is proud of you, and this feels like the chance you’ve been waiting for. At first, everything seems normal. You train every day and live with other players near the club. After a few weeks, one of the staff members starts paying special attention to you. They:

- Give you new boots and extra gear
- Offer you small amounts of money
- Tell you that you have “real potential”

One evening, they ask you to go out with them after training. They say there is “extra work” you can do to earn more money and get noticed. You feel unsure, but you don’t want to miss out on this opportunity.

What do you do?

- A. Go along with it because you don’t want to lose your place
- B. Ask questions and tell a trusted adult
- C. Keep quiet but try to avoid going

What happens next?

A. Go along (Dangerous choice)

The situation becomes sexual exploitation. You feel trapped and afraid. It becomes harder to leave.

B. Ask and tell someone (Safe choice)

The behaviour is reported to the safeguarding officer. You are protected. The situation is stopped.

C. Avoid (Risky choice)

Pressure may increase. You are still at risk. And might put others at risk.

What to learn:

- |** If something feels secret or uncomfortable, remember your rights and speak up early.

SCENARIO 2: “The Locked Academy”

Story:

You are 16 and have travelled to another country to join a football academy. A coach in your home country helped arrange everything and told you this was your path to becoming a professional player. When you arrive, things feel different from what you expected:

- The building is crowded, and many players share small rooms
- Your passport is taken “for safekeeping”
- You are told not to leave the academy without permission
- You can only call your family sometimes

Training is very intense, and there is not enough food or medical care. When players complain, coaches shout at them. You start to feel worried and stuck.

What do you do?

- A. Stay quiet and hope things improve
- B. Try to contact someone you trust or an organisation
- C. Try to escape on your own

What happens next?

A. Stay quiet (Dangerous choice)

Control increases. You remain trapped.

B. Ask for help (Safe choice)

Someone intervenes. You get support and protection.

C. Escape alone (Risky choice)

You may be unsafe. You lack support.

What to learn:

- I** No one should control your movement or documents.

SCENARIO 3: "The Fake Opportunity"

Story:

You are 17 and play at a high level in your local league. One day, you receive a message from someone who says they are an agent working with clubs in Europe. They send:

- Photos with famous players
- Videos of stadiums
- Messages saying you have been "selected"

They tell you:

- "This is a once-in-a-lifetime chance. You just need to pay for your travel and placement."

Your family is excited, but would need to borrow money to afford it.

What do you do?

A. Pay immediately

B. Check the agent and confirm the club first

C. Borrow money quickly so you don't miss out

What happens next?

A. Pay (Dangerous choice)

The agent disappears. You lose money.

B. Check first (Safe choice)

The offer is fake. You avoid the scam.

C. Borrow (Risky choice)

You may fall into debt. Pressure increases. You may be unsafe if the opportunity isn't real.

What to learn:

- Real opportunities can be checked and verified.

SCENARIO 4: "The Broken Dream"

Story:

You are 18 and have already lost money to a failed opportunity. You feel pressure to succeed and help your family. Someone introduces you to a new academy in another country. When you arrive:

- The academy is not well organised
- There is no clear connection to official leagues
- Some players say things don't feel right

But you feel like this is your last chance.

What do you do?

- A. Stay because you have no other option
- B. Check if the academy is legitimate and ask for help
- C. Ignore concerns and focus on training

What happens next?

A. Stay (Dangerous choice)

You may be exposed to crime. You may be exploited.

B. Check and ask for help (Safe choice)

You find out it is unsafe. You leave early. You might have lost money, but there are still other opportunities out there.

C. Ignore (Risky choice)

Risk increases over time.

What to learn:

I Unsafe environments can lead to bigger risks.

SCENARIO 5: “The Contract Trap”

Story:

You are 19 and finally get a chance to compete abroad. When you arrive, a coach introduces you to a manager who says they will take care of your career. They give you a long contract to sign immediately. You:

- Don't fully understand the language
- Feel tired from travel
- Are told “this is standard”

The training regime is harsh, and the living conditions are crowded. You're a bit uncertain if this is standard for rookies.

What do you do?

- A. Sign quickly
- B. Ask for time and get help understanding it
- C. Stay silent and hope it's okay

What happens next?

A. Sign (Dangerous choice)

- You sign without understanding
- Your passport is taken
- Your earnings are controlled by others, and you receive little money
- You have little power to change the situation

B. Ask for time (Safe choice)

You understand your rights. You seek legal advice. Unfair terms are identified. You avoid exploitation.

C. Delay without action (Risky choice)

You may still be pressured. You still don't understand the contract. You may end up signing later.

What to learn:

- Never sign anything you don't understand.

SCENARIO 6: "The Dangerous Journey"

Story:

You are a talented player, but have no official pathway to play abroad. Someone tells you: "We can get you to another country through a special route. Many players do it this way." They explain:

- You will travel through another country first
- You will sign a contract later
- You must agree to give part of your future earnings

You feel hopeful, but also unsure about this pathway.

What do you do?

- A. Agree to travel indirectly
- B. Ask for a safe and legal pathway
- C. Trust them because others have done it

What happens next?

A. Agree (Dangerous choice)

You may be smuggled along a dangerous or illegal route. You may face violence or exploitation along the way. You lose control of your future.

B. Ask for legal path (Safe choice)

You avoid serious danger.

C. Trust (Risky choice)

You take a major risk. It could go either way. If you don't have the right visa and get stopped at the border, you could be deported. Or you could sign over most of your future earnings forever.

What to learn:

| Safe opportunities are always clear and legal.

SCENARIO 7: "The Scholarship Promise"

Story:

You are 16 and a scout offers you a chance to study and play sport abroad. They promise:

- A scholarship
- A pathway to professional sport

But they also:

- Ask to become your legal guardian (saying it makes bureaucracy and bargaining good sport deals easier)
- Want a percentage of your future earnings

Your family is unsure but excited.

What do you do?

- A. Agree because it's a big opportunity
- B. Check everything and involve your family
- C. Ignore the details and focus on the dream

What happens next?

A. Agree (Dangerous choice)

You lose control over your future. The scout is just using you to earn money from bringing you in and selling your potential. There is no scholarship. They abandon you soon after, leaving you homeless, penniless and with no support in a strange country.

B. Check (Safe choice)

You check with the sporting governing body (federation), and with the School or College offering the scholarship. They tell you the programme doesn't exist. You stay protected.

C. Ignore (Risky choice)

You may miss important warning signs. You are dependent on the scout for everything. The situation is not as promised. It becomes harder to leave, find another team or get help if anything happens.

What to learn:

Exciting opportunities can still be unsafe.

You must check first, not after you arrive.

A man and a young girl are shown from the chest up, wearing white martial arts uniforms. The man on the left has a green belt and his hands are clasped in a prayer position. The girl on the right has a red headband and her hands are also clasped in a prayer position. They are both looking upwards. The background is a light-colored wall with some faint, dark markings.

PART VI

YOUR SUPPORT SQUAD:

HOTLINES, ORGANISATIONS, AND REPORTING MECHANISMS

You are never alone. If something feels wrong, unsafe, or confusing, there are people whose job is to help you. You can reach out:

- Before you travel
- While you are travelling
- After you arrive in another country

WHEN SHOULD YOU ASK FOR HELP?

You should contact someone if:

- You feel unsafe or scared
- Someone is hurting you
- Someone is controlling you
- You are being pressured or threatened
- You don't have your passport or documents
- You are not being paid or treated fairly
- You are being isolated from your family
- Something just doesn't feel right

Even if you are not sure, it is okay to ask.

EU-WIDE HELPLINES

Emergency Number (All EU Countries)

Phone: [112](tel:112)

- Free, works anywhere in the EU

Call if:

- You are in immediate danger
- You need urgent help

Child Helpline (for anyone under 18)

Phone: [116 111](tel:116111)

Website: <https://childhelplineinternational.org>

- Free and confidential

You can talk about:

- Feeling unsafe
- Abuse or mistreatment
- Confusion about an opportunity

Missing Children (Europe)

Phone: [116 000](tel:116000)

Website: <https://missingchildreneurope.eu>

- Free in all EU countries

They help with:

- Missing or lost children
- If you are lost or in danger
- Cross-border protection
- Emergency support

Belgium

Child & Youth Helpline (Flanders)

Child Focus / Awel chat support varies regionally

Phone: [102](tel:102)

Website: <https://www.awel.be>

Child Focus (missing children & exploitation)

Phone: [116 000](tel:116000)

Website: <https://www.childfocus.be>

Victim Support Belgium

Phone: [0800 30 030](tel:080030030)

Website: <https://www.slachtofferzorg.be>

EU Anti-Trafficking Platform

Website: <https://anti-trafficking.ec.europa.eu>

Anti-Trafficking Hotline (Global Directory)

Global Modern Slavery Directory

Website: <https://www.globalmodernslavery.org/report>

- Helps you find a hotline in your country (Simply type in the name of the country or search on the map)
- Support services near you

A21 Campaign Hotline

Website: <https://www.a21.org/content/report-now/grbqhs#page-13359>

- Available in Bulgaria, Greece, Italy, Norway and Spain

They help with:

- Human trafficking
- Exploitation
- Emergency support and advice

France

AcSé National Hotline

Phone: [0800 05 95 95](tel:0800059595)

Website: <https://www.acse-alc.org>

Spain

Policía Nacional Anti-Trafficking Line

Phone: [900 10 50 90](tel:900105090)

Website: <https://www.policia.es>

Portugal

APAV

Phone: [116 006](tel:116006)

Website: <https://www.apav.pt>

SPORT-SPECIFIC SUPPORT

FOOTBALL

FIFA Reporting

Website: <https://inside.fifa.com/human-rights/fifa-guardians/competition-safeguarding/report-a-concern/incident-report-form>

Report:

- Agents
- Clubs
- Abuse or exploitation

FIFPRO

Website: <https://www.fifpro.org>

They help with:

- Contracts
- Player rights
- Exploitation cases

See also, <https://assembly.coe.int/LifeRay/SOC/Pdf/DocsAndDecs/2020/AS-SOC-CHD-INF-2020-02-BIL.pdf>

IF YOU CANNOT CALL

You can:

- Tell a trusted adult
- Go to a police station
- Go to a hospital
- Go to a youth centre
- Ask another adult for help

HOW TO ASK FOR HELP (SIMPLE STEPS)

You can say:

"I don't feel safe."

"Someone is controlling me."

"I need help."

"Someone has my documents."

You do NOT need to explain everything perfectly.

REPORTING IN SPORT

You can report:

- A coach
- An agent
- A scout
- A club
- An academy
- A member of medical staff (e.g. physiotherapist, team doctor)
- A referee or judge

Report if they:

- Pressure you
- Take your money unfairly
- Control your movement
- Make you feel unsafe
- Hurt you

Strong athletes ask for help when they need it. Reaching out is not weakness. It is how you protect yourself and your future.

PROJECT

**SafeSport Pathways – Safe career development and protection
for young migrant athletes**

Coordinator

Mission 89 (Belgium)



MISSION 89

Partner

Association Kampos Saint Denis (France)



**Co-funded by
the European Union**

Scan to access the digital toolkit, resources,
and support links in multiple languages.

