

SafeSport Pathways

RAPID RESPONSE GUIDE

FOR MIGRANT YOUTH ATHLETES AND THEIR FAMILIES

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MISSION 89

Co-funded by the European Union

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DISCLAIMER

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EMERGENCY: KNOW WHAT TO DO



PURPOSE OF THE RAPID RESPONSE GUIDE

Thousands of young athletes cross borders every year in pursuit of legitimate sporting opportunities. Most recruitment is genuine. Some is not. Fraudulent agents, fake academies, coercive coaches and traffickers often disguise exploitation as opportunity.

This visual guide helps you:

- recognise danger quickly
- know what to do should you be confronted with abuse or exploitation
- protect yourself or another athlete
- report through existing EU and sport reporting systems

The guide follows the rights-based and trauma-informed safeguarding approach developed in the SafeSport Pathways Toolkit.

CHECKLIST

STOPLIGHT RISK CHECK: NAVIGATING RECRUITMENT SAFELY

An athlete's guide to vetting opportunities

1 GREEN LIGHT (SAFE)

SAFE ACTIONS & SIGNS

- Official club contact
- Registered agent
- Written contract
- Parents involved
- Official invitation

2 AMBER LIGHT (CAUTION)

WARNING SIGNS: PROCEED WITH CAUTION

- Private messages only
- Pressure to decide
- Upfront fees
- Unclear travel
- Secrets

3 RED LIGHT (DANGER)

STOP! HIGH RISK

- Passport taken
- Threats
- Wrong visa
- Isolation
- Abandonment

IF IN DOUBT, SPEAK UP & GET HELP FROM TRUSTED ADULTS.

COMMON RECRUITMENT SCAMS

COMMON RECRUITMENT SCAMS: FAKE AGENT

WHO IT IS



FAKE AGENT

An imposter posing as a legitimate sports or talent agent, often preying on aspiring individuals.

WARNING SIGNS



1. CONTACTS YOU ONLY THROUGH INSTAGRAM OR WHATSAPP



2. REFUSES OFFICIAL VERIFICATION



3. ASKS FOR REGISTRATION FEES

WHAT TO DO



1. VERIFY THE AGENT WITH THE SPORT FEDERATION

2. DO NOT TRANSFER MONEY





3. REPORT THE ACCOUNT

BE ALERT | PROTECT YOURSELF

COMMON RECRUITMENT SCAMS: PAY-TO-PLAY SCAM

PAY-TO-PLAY SCAM: RECOGNIZE THE TRAP ⚠

WARNING SIGNS:

1. UNREALISTIC GUARANTEES & HIGH FEES



2. PRESSURE TO BORROW & UNCERTAIN EARNINGS



LEGITIMATE AGENTS: THE CORRECT WAY

Regulated commission % of a salary



Legitimate agents are normally paid through regulated commissions– NOT large upfront payments.

FEES FROM EARNINGS ONLY (AFTER SUCCESS)

TRANSPARENT CONTRACTS

PROFESSIONAL CONDUCT

#RECRUITMENTSAFETY #SPORTSAGENCYINFO #KNOWYOURRIGHTS

COMMON RECRUITMENT SCAMS: WRONG VISA ADVICE

RED FLAG: "TRAVEL ON A TOURIST VISA–WE'LL FIX IT LATER."



THE REALITY: ATHLETE VISA REQUIREMENTS

SHORT-TERM SPORTING ACTIVITIES (Schengen Area)



GENERALLY REQUIRE CORRECT SPORTS-RELATED TRAVEL ARRANGEMENTS (e.g., specific sports event visa or invitation).



LONGER PROFESSIONAL EMPLOYMENT



REQUIRES COUNTRY-SPECIFIC WORK AUTHORISATION AND VISA.



CONSEQUENCES OF WRONG VISA

STOP

IMMEDIATE DANGER: DEPORTATION



Being turned back at the border. Risk of being banned from re-entry.

STOP

LEGAL ISSUES: FINES & PROSECUTION



Facing penalties, legal trouble, and a criminal record.

STOP

EXPLOITATION: LACK OF WORKER RIGHTS



No access to healthcare, no legal protection, vulnerable to abuse.

PROTECT YOURSELF: ALWAYS VERIFY VISA INFO WITH THE OFFICIAL EMBASSY.

COMMON RECRUITMENT SCAMS:

PASSPORT CONFISCATION



YOUR PASSPORT BELONGS TO YOU, NOT THE COACH, CLUB OR AGENT.

IF SOMEONE TAKES YOUR PASSPORT:



1 ASK FOR IT BACK IMMEDIATELY

Demand your document back.
Be firm and clear.



2 LEAVE IF SAFE

Assess your surroundings.
Prioritize your physical safety.



3 REPORT TO POLICE

File an official report.
Seek legal help.

GET HELP NOW | CONTACT EMBASSY

HUMAN TRAFFICKING

IS IT HUMAN TRAFFICKING?

YOU MAY BE EXPERIENCING TRAFFICKING IF:

1. PROMISES CHANGED AFTER ARRIVAL



The reality doesn't match what you were told.

2. YOUR PASSPORT WAS TAKEN



Documents are confiscated to restrict your freedom.

3. YOU CANNOT LEAVE



Your movement is restricted and you feel trapped.

4. YOU ARE FORCED TO WORK



Coercion, threats, or force are used to make you work.

5. YOU ARE UNPAID



Wages are withheld or debt is manipulated.

6. SOMEONE CONTROLS WHERE YOU LIVE



Housing is substandard and controlled by traffickers.

TRAFFICKING CAN HAPPEN IN SPORT #THROUGH SPORT

SEEK HELP & GET SUPPORT

IMMEDIATE STEPS TO TAKE: ACTION REQUIRED NOW

1. MOVE TO A SAFE PLACE

Leave the room, vehicle, or training ground if possible.



> Go to a location where you feel secure.

2. CALL EMERGENCY SERVICES

Use 112 anywhere in the EU if someone is in immediate danger.

Provide critical details clearly.



3. KEEP YOUR PASSPORT & PHONE

If someone has taken them, tell police immediately.

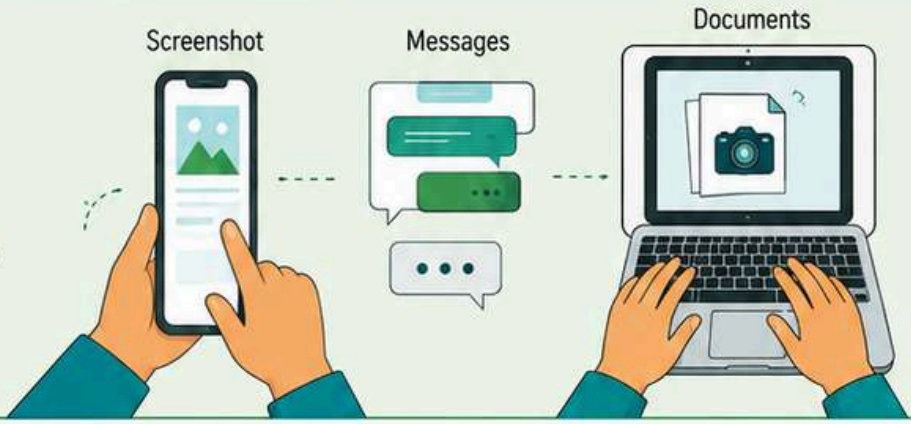
Secure essential personal items.



4. SAVE EVIDENCE

Take screenshots, keep messages, photograph documents.

Maintain all relevant records.



5. TELL SOMEONE YOU TRUST

Parent, Safeguarding Officer, Social Worker, Teacher, or Teammate.

You are not alone. Support is available.



#STAYSAFE #GETHELP #YOUMATTER

WHAT TO DO BY SITUATION

BEFORE TRAVELLING: WHAT TO DO BY SITUATION – PHASE 1: PRE–AGREEMENT & VERIFICATION

BEFORE SAYING YES:

VULNERABILITIES IN SPORT

EXPLORATION & ERATION & METHODS

1. VERIFY THE CLUB



Check the club's history, status, and reputation. Contact sport federations for confirmation.

2. VERIFY THE AGENT



Confirm the agent's license and credentials. Do not trust generic claims or passports.

3. READ THE CONTRACT

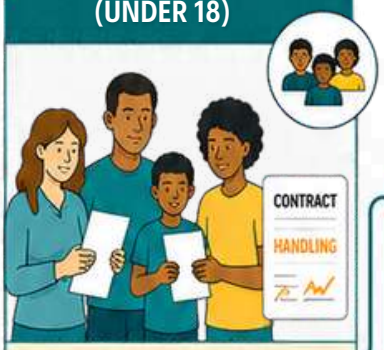


Thoroughly examine all terms, salary, duration, and obligations. Look for unfair clauses.





4. INVOLVE PARENTS (UNDER 18)



Share details and discuss the decision. Seek their guidance and involve them in legal matters.

5. KEEP DIGITAL COPIES OF DOCUMENTS



Scan and save your passport, ID, and all agreements securely (email, cloud, physical drives).









PROTECT YOUR FUTURE: TAKE THESE STEPS FIRST

SEEK LEGAL ADVICE | CONTACT TRUSTED ADULTS | STAY INFORMED



WHAT TO DO BY SITUATION:
DURING A TRIAL

Situation & Observation (If:)

IF ACCOMMODATION CHANGES UNEXPECTEDLY



The place you're staying is not as described or has suddenly been changed without reason.

IF NOBODY MEETS YOU



You arrive at the arranged meeting point and no official representative or coach is there.

IF YOUR PASSPORT IS REQUESTED



Someone asks to take your passport for safekeeping or processing.

THEN, IMMEDIATELY:

STOP PARTICIPATING

until you understand what is happening.
Assess your surroundings. Don't feel forced.

Actions & Support (Tell!)



TELL CLUB SAFEGUARDING OFFICER

Contact the person responsible for your welfare at the club.



TELL TRUSTED ADULT

Share details with a parent, guardian, teacher, or other reliable adult you know well.



TELL LOCAL POLICE OR EMBASSY IF NECESSARY

Call local emergency numbers, report to local police, or contact your country's embassy for immediate assistance.

PRIORITIZE YOUR SAFETY: REMAIN CALM AND SEEK HELP NOW

WHAT TO DO BY SITUATION:

Already Being Abused or Exploited

1. ADDRESS YOUR CIRCUMSTANCES



DO NOT WORRY ABOUT YOUR VISA

Focus on getting help first. Your safety is primary, regardless of visa status.

1b. DO NOT WORRY ABOUT CONFISCATED DOCUMENTS



Help can still be accessed if your passport or ID has been taken.

2. RECOGNIZE YOUR RIGHTS



VICTIMS HAVE RIGHTS & PROTECTIONS

Under European legal frameworks, victims of trafficking, abuse, and exploitation still

still have essential human rights and protections. Assistance is available.

3. ACT IMMEDIATELY



CONTACT A TRUSTED ADULT

Share details with a reliable parent, guardian, teacher, or other trustworthy adult you know well.



CONTACT THE POLICE IMMEDIATELY

Call local emergency services for immediate assistance, protection, and to file a report.

PRIORITIZE YOUR SAFETY: REMAIN CALM AND SEEK HELP NOW

KNOW YOUR RIGHTS



LEGAL SUPPORT: ACCESS TO HELP & YOUR RIGHTS

1. LEGAL AID ORGANISATIONS

minor

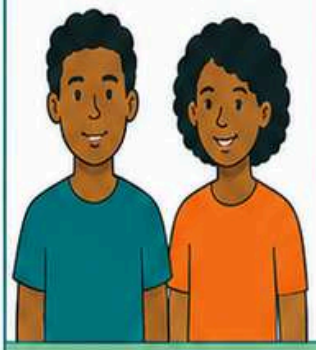


LEGAL AID ORGANISATIONS

Free legal advice & representation for civil & criminal matters.

LEGAL RIGHTS

YOU HAVE RIGHTS!



DIVERSE RIGHTS

Fundamental and inherent protections for all individuals with specialised advocacy for vulnerable populations.

2. CHILD RIGHTS NGOs

minor



ADVOCACY

Advocacy, protection, services for minors.

3. MIGRANT RIGHTS ORGANISATIONS

minor



MIGRANT SUPPORT

Legal help, integration support, and advocacy for migrants.

HELP IS AVAILABLE EVEN WHERE IMMIGRATION STATUS IS UNCERTAIN

PROTECTING EVERY MINOR'S LEGAL STANDING.

REPORTING DECISION TREE

CONCERN ABOUT RECRUITMENT/ANOTHER ATHLETE?

IS SOMEONE IN IMMEDIATE DANGER?
(Threats, assault, confinement, child at risk?)

YES

EMERGENCY RESPONSE

- Call 112
- Get to safety
- Then notify the club

NO

NON-EMERGENCY RESPONSE

- Club safeguarding officer
- National federation
- Sport governing organisation portal (e.g., FIFA/UEFA)
- Labour or child protection services

IF YOU ARE AT RISK, KEEP EVIDENCE AND FOLLOW UP

- Save messages and contracts
- Keep passport copies
- Stay in contact with support services

PROTECTING EVERY MINOR'S LEGAL STANDING.

REPORTING

WHO SHOULD YOU REPORT TO?

GUIDANCE FOR SAFEGUARDING IN SPORT

IMMEDIATE DANGER: SITUATIONS & CONTACTS

	SITUATION	CONTACT
1	VIOLENCE, ASSAULT, CONFINEMENT	112 (EU Emergency Number)
2	CHILD IN IMMEDIATE DANGER	POLICE + CHILD PROTECTION SERVICES

Across the European Union, 112 connects callers to emergency police, ambulance and fire services.

INSIDE THE CLUB: DESIGNATED OFFICERS

1. DESIGNATED SAFEGUARDING OFFICER

TELL: Designed Safeguarding Officer

Responsible for child welfare.

2. CLUB WELFARE OFFICER

TELL: Club Welfare Officer

Provides support and guidance.

3. ACADEMY DIRECTOR (If Safeguarding Lead Unavailable)

TELL: Academy Director

Alternate lead.

National Sport Federations: Every EU sports association

Should have child safeguarding arrangements and designated protection officers.

Contact details should be found on the federation's official safeguarding page.

PRIORITIZE YOUR SAFETY REMAIN CALM AND SEEK HELP NOW

Below is an example of what to report to your sports governing body or federation:

FIFA REPORTING PORTAL:
GUIDANCE FOR SAFEGUARDING IN SPORT

WHEN TO USE: REPORTABLE SITUATIONS

1. ABUSE



PHYSICAL, EMOTIONAL, OR SEXUAL ABUSE

2. EXPLOITATION



FORCED LABOR OR DEBT BONDAGE

3. HARASSMENT



FINANCIAL MANIPULATION OR HARASSMENT

4. TRAFFICKING



PASSPORT CONFISCATION & COERCIVE CONTROL

5. SAFEGUARDING FAILURES



FAILURE TO PROTECT ATHLETES

FEATURES OF THE PORTAL

ANONYMOUS REPORTING



YOUR IDENTITY REMAINS PRIVATE

CONFIDENTIAL PORTAL



SAFE & SECURE DATA HANDLING

EVIDENCE UPLOAD



EASILY ATTACH EVIDENCE & INFORMATION

MULTILINGUAL SUPPORT



ACCESSIBLE IN MULTIPLE LANGUAGES



The FIFA Reporting Portal is a safe and reliable way to report concerns.

Your report helps protect athletes and promotes a safe sporting environment.

Your voice can make a difference.

FIFA

PRIORITIZE YOUR SAFETY: REMAIN CALM AND SEEK HELP NOW

LABOUR EXPLOITATION: UNDERSTANDING & REPORTING

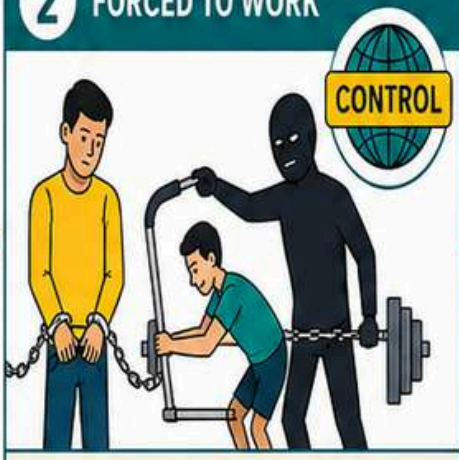
IF SOMEONE IS:

1 UNPAID



Working without wages or salary.

2 FORCED TO WORK



Coercion, threats, or physical force used.

3 TRAPPED THROUGH DEBT



Documents confiscated and debt used for control.

REPORT TO:



LABOUR INSPECTORATE

Check and enforce labour laws.



POLICE

EMERGENCY & CRIME REPORT

Emergency and serious criminal offenses.



TRADE UNION OR LABOUR RIGHTS NGO

Support, advice, and collective action.

YOUR RIGHTS AT WORK MATTER.

IF YOU'RE A FRIEND OR TEAMMATE: YOUR ROLE IN SUPPORTING OTHERS

YOU ARE NOT EXPECTED TO SOLVE THE PROBLEM.
Your support can make all the difference.

1 STAY WITH THEM



Offer your presence.
Let them know they are not alone.
Listen without judgment.

2 HELP THEM REACH SAFETY



Prioritize physical and emotional safety.

Move to a secure location if needed.

3 ENCOURAGE REPORTING



Suggest telling a trusted adult or authority.

Emphasize that speaking up is a brave and important step.

4 GO WITH THEM TO A SAFEGUARDING OFFICER (IF THEY ASK)



Provide support and accompaniment during the disclosure process.
Their choice, your presence.

5 CALL EMERGENCY SERVICES (IF SOMEONE IS IN DANGER)



Do not hesitate to call 112 (or local emergency number) if immediate harm or risk is present.

BE A SUPPORTIVE ALLY.
PRIORITIZE SAFETY AND WELL-BEING.

At the end of the guide, you will find QR codes and links to all the relevant emergency contact numbers and major sports organisations' reporting pages.

ONE-PAGE EMERGENCY CARD

STOP → PROTECT → REPORT

IN AN EMERGENCY

1. **GET SOMEWHERE SAFE.**
2. **CALL 112** if anyone is in **IMMEDIATE DANGER.**

PROTECT EVIDENCE

Save screenshots and documents.

REPORT & PROTECT RIGHTS

1. **TELL A TRUSTED ADULT** or safeguarding officer.
2. **REPORT** to your federation or the FIFA Reporting Portal.

KEEP YOUR PASSPORT.

- **NEVER** HAND OVER YOUR PASSPORT.
- **NEVER** PAY LARGE UPFRONT RECRUITMENT FEES.
- **NEVER** TRAVEL ON THE WRONG VISA.
- **NEVER** KEEP ABUSE A SECRET.

EMERGENCY CONTACTS

ONE-PAGE EMERGENCY CARD

NEED HELP? QUICK ACCESS CONTACTS

CONTACT	DETAILS
Emergency	112
Child Helpline	116 111
Missing Child	116 000
Victim Support	116 006 (Operational in Austria, Croatia, Czech Republic, Denmark, Estonia, Finland, France, Germany, Ireland, Latvia, The Netherlands, Portugal, Sweden)

EU EMERGENCY DIRECTORY (WITH QR CODES)

FOOTBALL

FIFA

FIFA provides a confidential (private), dedicated, highly secure and web-based whistleblowing system so that individuals can report any safeguarding concern. Users can attach supporting documentation and create an anonymous postbox to correspond with FIFA without submitting personal information. The reporting portal is available in English, French, Spanish, and Arabic. Scan the QR code to access the reporting portal or follow this link: https://fifa.gan-compliance.com/p/Case?locale=en-GB

UEFA

Report safeguarding and integrity issues confidentially here: https://uefa.integrityline.io/ or using the QR code below.

EUROPEAN FOOTBALL CLUBS (EFC)

(Formerly known as European Club Association (ECA) - https://www.efcfootball.com/en/contact-us

ATHLETICS

EUROPEAN ATHLETICS

The European Athletics reporting platform is fully secured to ensure it is independent of European Athletics. Your report cannot be traced back to you if you report anonymously. You can access it using the following link: https://european-athletics.integrityline.io/ or QR code below.

WORLD ATHLETICS

World Athletics allows you to report anonymously online, via email or WhatsApp.

Email:
Integrity.Line@athleticsintegrity.realresponse.ch

WhatsApp:

Report Anonymously through WhatsApp

To report online use the following link: https://app.realresponse.ch/respond/m2lb9m/start or **QR code below.**

BASKETBALL

FIBA

FIBA's Speak Up Platform allows you to report safeguarding concerns safely and confidentially. You can choose to create an account or remain completely anonymous and report as a guest, using this link: https://fiba.whispli.com/speakup?locale=en or the QR code below.

VOLLEYBALL

CEV/FIVB

At the time that this guide was published, there was no publicly available information on the CEV website on where to submit a safeguarding report or who to contact. A safeguarding report can be made to FIVB: https://www.fivb.com/wp-content/uploads/2024/03/FIVB-M-13-Safeguarding-form-2021.pdf
Email: legal@fivb.com / medical@fivb.com

HANDBALL

EUROPEAN HANDBALL FEDERATION

Use the EHF's Whistleblowing Platform to report any safeguarding issues confidentially and anonymously using the following link: https://report.whistleb.com/en/ehf or QR code:

RUGBY

EUROPEAN RUGBY

World Rugby the global governing body encourages safeguarding concerns to be first reported to the pertinent rugby union in the country that you are based in: https://www.world.rugby/organisation/membership/europe
If your union does not have a reporting mechanism, you may also escalate the safeguarding concern by emailing World Rugby: safeguarding@worldrugby.org

SWIMMING AND AQUATICS

EUROPEAN ACQUATICS

The European Aquatics Integrity Reporting Hotline is the primary portal for reporting official ethics, harassment, or abuse violations in the European swimming, diving, and water polo disciplines. The Acting Head Integrity Officer is Marc Cavaliero.
Email: mc@cavaliero-cambreleng.com

ACQUI

The Aquatics Integrity Unit Safe Sport Portal operates an independent global framework that oversees safeguarding compliance, tracks active cases, and provides direct incident reporting channels. Reports can be made using this link: https://aquaticsintegrity.com/make-a-report-form/ or QR code below.

CYCLING

UCI

You can report safeguarding concerns, harassment, or abuse in cycling confidentially and securely using the UCI SpeakUp Reporting Platform by following this link: https://uci.integrityline.io/ or using the QR code below.

TENNIS

WORLD (ITF) TENNIS

Report any safeguarding concerns by completing the following incident report: Incident Report Form Link, by email to safeguarding@itftennis.com, by telephone to +44 (0) 208 392 4701, by SMS to +44 (0) 7786 200690 (Include ITFSAFE in the message to receive a confirmation of receipt)

The Safeguarding Reporting Form: Link https://forms.cloud.microsoft/pages/responsepage.aspx?id=Q6QBUwAIeECd4uDyC4BWWyXwfnaPietJrYbmGm4biOtURUVCNk9WODMwMzRPWDU4SDBOMDBRRUlDNy4u&route=shorturl

GYMNASTICS

Instances or threats of non-accidental violence, harassment, abuse, and/or neglect may be reported to the Gymnastics Ethics Foundation (GEF), alongside the appropriate channels at the national level. These incidents can include any form of psychological or physical abuse, sexual harassment or abuse, bullying, hazing, neglect, or poor practice. You can report online: https://www.gymnasticsethicsfoundation.org/reporting, via phone or WhatsApp: https://wa.me/message/OI4TLNQNYCO4O1.

WhatsApp QR Code:

OLYMPIC SPORT

IOC

The International Olympic Committee's Integrity and Compliance Hotline provides a confidential reporting platform for safeguarding concerns. Use the following link https://ioc.integrityline.org/ or QR code below.

CHILD PROTECTION ORGANISATIONS

CHILD HELPLINE INTERNATIONAL

Child Helpline International is located in 130 countries. CHI provides help, support, and counselling services to children and youth. Their services are available both online and offline. To find your local child helpline in Europe, use the following link: https://childhelplineinternational.org/helplines/#Europe or call 116111.

IOM (INTERNATIONAL ORGANIZATION FOR MIGRATION)

https://www.iom.int/contact-us

EU ANTI TRAFFICKING

Investigating complex or emerging forms of human trafficking, specifically assessing legal nuances between human trafficking and severe labor exploitation.
Contact: home-antitrafficking@ec.europa.eu
European Commission National Hotlines: https://home-affairs.ec.europa.eu/policies/internal-security/organised-crime/together-against-trafficking-human-beings/national-hotlines_en



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