



Human Rights 75 Pledges Guidance for Sports Organisations

The Human Rights 75 Initiative aims to generate **pledges** that bring about concrete change towards greater enjoyment of human rights for all, as well as a **vision** on the future of human rights.

Human Rights 75 pledges

Human Rights 75 pledges are commitments to take a specific action, with the aim of promoting and protecting human rights.

The High Commissioner invites Sports Organisations to join State institutions (executive, legislative and judicial authorities), local and regional authorities, regional organisations, national human rights institutions, civil society organisations, UN entities, international financial institutions, businesses, and young people in developing transformative, innovative and catalytic pledges, which will have significant impact on the enjoyment of human rights at the local, country, regional or international level.

What can a sport organisation do?

- Make pledges.
- Join up with other sports organisations and pledge together!
- Promote the Human Rights 75 Initiative among its stakeholders.

All Sport Organisations - including Global and National Sports Governing Bodies, International and National Federations, Mega Sporting Event Local Organising Committees, Sport for Development NGOs, Sports Broadcasters, Sports Sponsors etc. - are often close to people's lives and can have a significant impact on the enjoyment of human rights for children and youth, athletes, coaches, officials and referees, sports administrators, fans, volunteers, supply chain and

construction workers, entrepreneurs, journalists, etc.

Therefore, sport organisations can be leaders in setting up policies and practices that respect and promote human rights, as well as contribute to revitalising the understanding of human rights and the global consensus about their importance for the world.

Pledges should:

- follow a human rights-based approach;
- be SMART (specific, measurable, attainable, relevant and time-bound);
- offer concrete and clear outcomes;
- be described in 100 words.

Pledges can involve one or more of the following actions at the local, country, regional or international level:

A. Legal, institutional or policy changes, e.g.

- Commit to the UN Guiding Principles on Business and Human Rights (UNGPs) and to improve consistency in business practices by abiding by the UNGPs.
- Develop a new/review your human rights policy commitment/strategy in line with Principle 16 of the UNGPs and international human rights standards, modifying policies to avoid repetition of human rights abuses caused or contributed to in the past
- Introduce/review human rights due diligence in line with the UNGPs, conducting regular human rights impact assessments of your operations and business relationships (including bidding and awarding policies for events), acting on the findings, tracking performance with concrete indicators and monitoring and evaluation mechanisms, and communicating how impacts are addressed, including to affected individuals or groups.
- Increase budget allocation to prevent, mitigate, and communicate how you address adverse human rights impacts within your business operations and value chain
- Establish a human rights team or position responsible for assessing human rights impacts and implementing human rights due diligence
- Establish or strengthen human rights complaint, oversight, and redress mechanisms
- Commit to the [Sporting Chance Principles](#) (2018) and join the [Centre for Sport and Human Rights](#) as an Engaged Organisation.

B. Practices, activities, and advocacy, e.g.

- Hold meaningful consultations with affected groups and other relevant stakeholders, including those (potentially) impacted by specific projects, practices or decisions, particularly groups at heightened human rights including groups facing vulnerability and those who are historically or systematically marginalised
- Adopt an intersectional and gender-sensitive approach when conducting human rights impact assessments
- Establish transparent structures and participatory processes for civil society involvement and affected group participation in decision-making and investigations
- Train employees, suppliers and other stakeholders on business-related human rights risks and the need for remedy and grievance mechanisms, and increase the human rights capacity of all local actors involved in all aspects of sport event planning, organisation, delivery and legacy.
- Develop targeted programmes to respect the rights of stakeholders in vulnerable and marginalised situations including whistle-blowers and those at heightened human rights risk in and around sport
- Launch campaigns to promote human rights and develop a rights-based culture, empowering people to know and claim their rights and help meet the needs of humanity, and advance freedom, equality, and justice for all.
- Launch campaigns to change public perceptions and challenge attitudes that have led to racism, discrimination, intolerance, inequality, violence, etc.

- Champion a sport and human rights-related theme or an issue – possibly in alliance with others (e.g., eliminating all forms of sexual violence in sport; becoming a champion of climate action, etc.)

C. Financial contributions/investment in human rights and human rights actors at local, national, regional, and global levels

- Invest in the work of human rights organisations and their promotion of human rights at the local level.
- Invest in human rights and human rights actors at the national level, such as national human rights institutions or human rights ombudspersons' offices.
- Invest in human rights and human rights actors at the regional or international level, such as the UN Human Rights Office.



Think about:

- What are the upcoming trends, risks, and emerging issues related to human rights in and around sport?
- What are their potential implications and opportunities for the world of responsible sport?
- How can you be ready to address them? What would be your role in that?
- What tools/methodologies could you develop and/or broader for that?
- Who could you partner with to address them more efficiently?
- What would be a positive outcome for responsible sport in the next 25 years? How would you have contributed to that?

Pledges should support the goals of Human Rights 75 to:

- **Revitalise the worldwide consensus on the importance of human rights**

E.g., what commitment can a sport organisation, or group of sports organisations make to increase the overall understanding of what human rights are and why they are important to all of us in the world?

- **Look into the future, 25-years down the line**

E.g., what commitments can be made to prevent, address, and remedy negative issues that are expected to escalate in the coming years directly or indirectly related to sports organisations practices, operations, and business relations? (consider issues such as labour rights, inequalities and discrimination, sexual abuse, gender-based violence, climate change, new technologies, etc.)

What opportunities can be foreseen and leveraged by sport to support the protection, respect, and promotion of human rights?

- **Bolster the human rights ecosystem**

E.g., what contribution can sport organisations make to human rights mechanisms? What kind of partnerships and collaborations can be established between sport organisations and human rights mechanisms at the international, regional, national, and local level?

Make sure to partner with others in designing the pledge:

The UN Human Rights Office encourages organisations to work with other entities outside their own sector as they create their pledges. Sports organisations can consider, for example, engaging with other actors across the sport ecosystem including:

- the Office of the High Commissioner for Human Rights (OHCHR) globally or through its field presences, as well as other UN agencies and their respective country offices
- global, regional, or national human rights institutions or commissions, as well as human rights ombudspersons
- the Centre for Sport and Human Rights
- civil society organisations, trade unions, women's, LGBTQIA+', youth's and racial justice groups, human rights defenders, faith-based leaders, academia, the artistic community and other institutions representing historically and systemically marginalized groups of society
- victims/survivors of human rights violations
- the business community, including sponsors, broadcasters and suppliers
- government at all levels including cities and local authorities.

Once you have your pledge(s), submit it through the Human Rights 75 Initiative [online platform](#) dedicated to this purpose.

All pledges will be made public during the UN Human Rights Office high-level event hosted in December 2023.

For all questions and comments, please write to ohchr-pledgeshr@ohchr.org

This guidance was created in collaboration with:



**Centre for Sport
& Human Rights**