



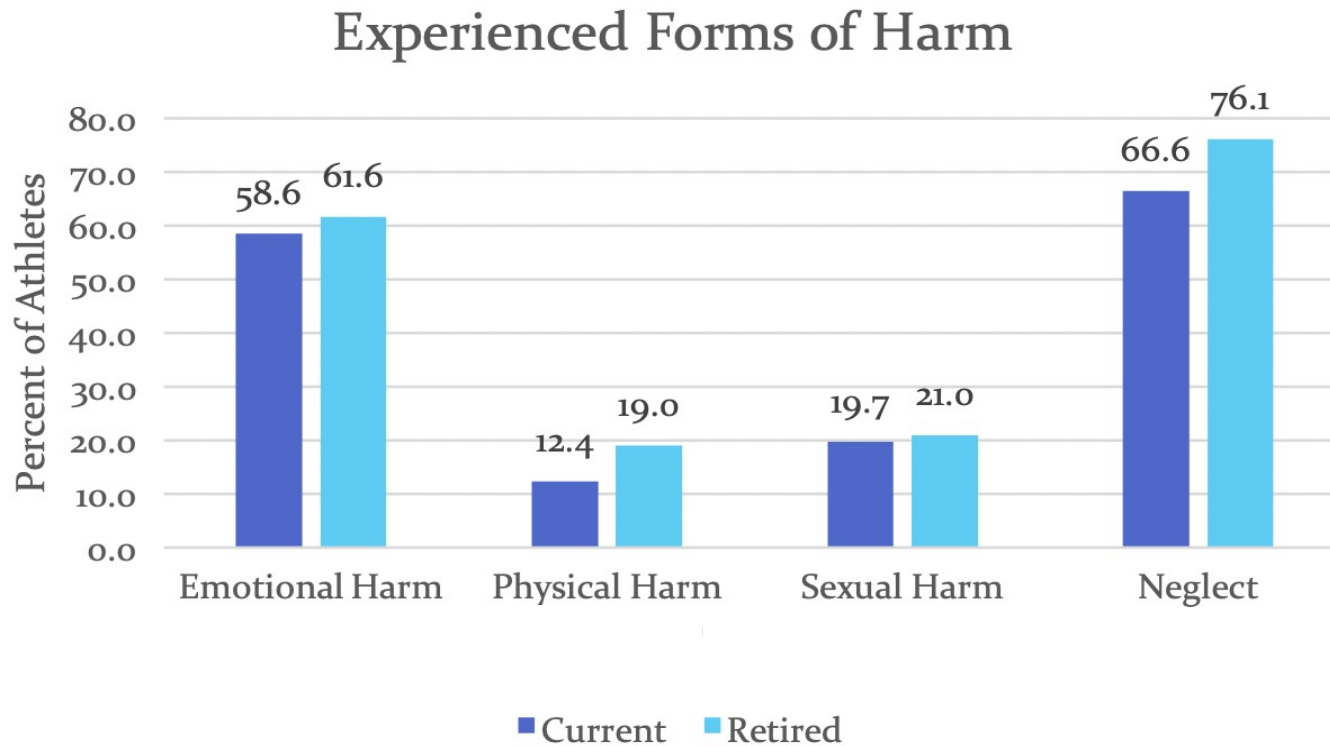
Potential Causes of Toxic Leadership

“Potential Causes of Toxic leadership” (Johnson, 2020)

- Unhealthy motivations (Fear, Insecurity, etc.)
- Self-Centeredness
- Faulty Decision Making (see ‘justifications’ slide)
- Failure of Moral Imagination (need better coaching)
- Moral Disengagement (not caring about others)
- Contextual Factors (Sport Culture; Masculinity Contests)
- Unmet psychological Needs
- Personality Disorders



Prevalence of Maltreatment in Sport

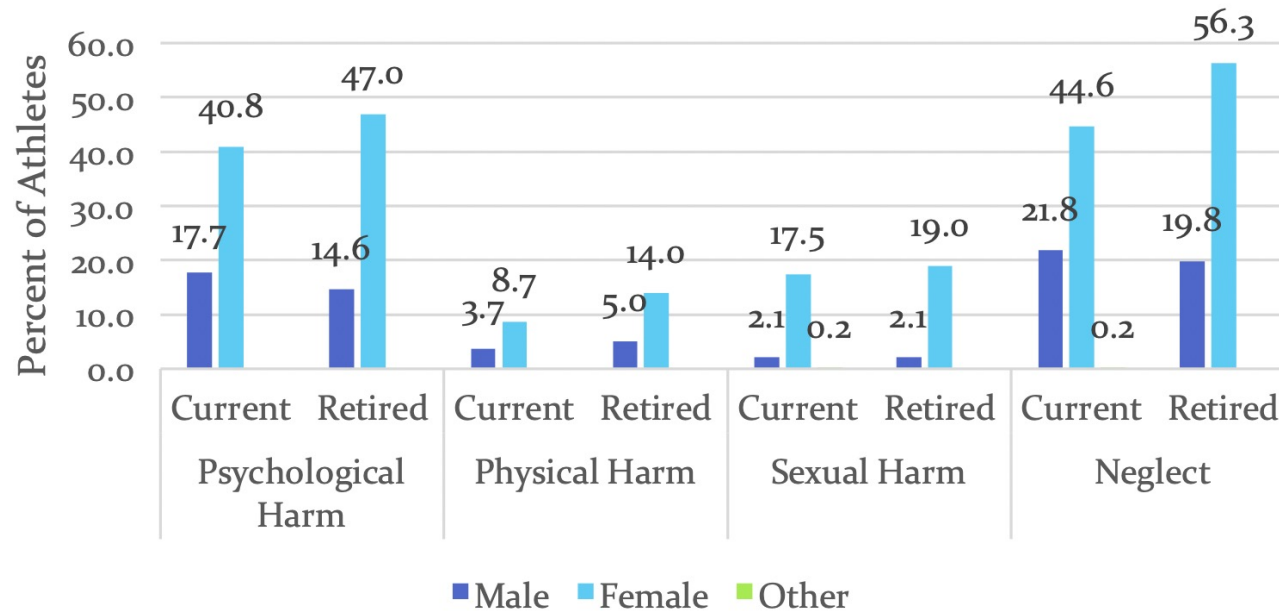


Study by: ³Kerr, G., Willson, E., & Stirling, A. (2019). Prevalence of maltreatment among current and former national team athletes. Partnership with AthletesCAN, 1-51.



Prevalence of Maltreatment in Sport

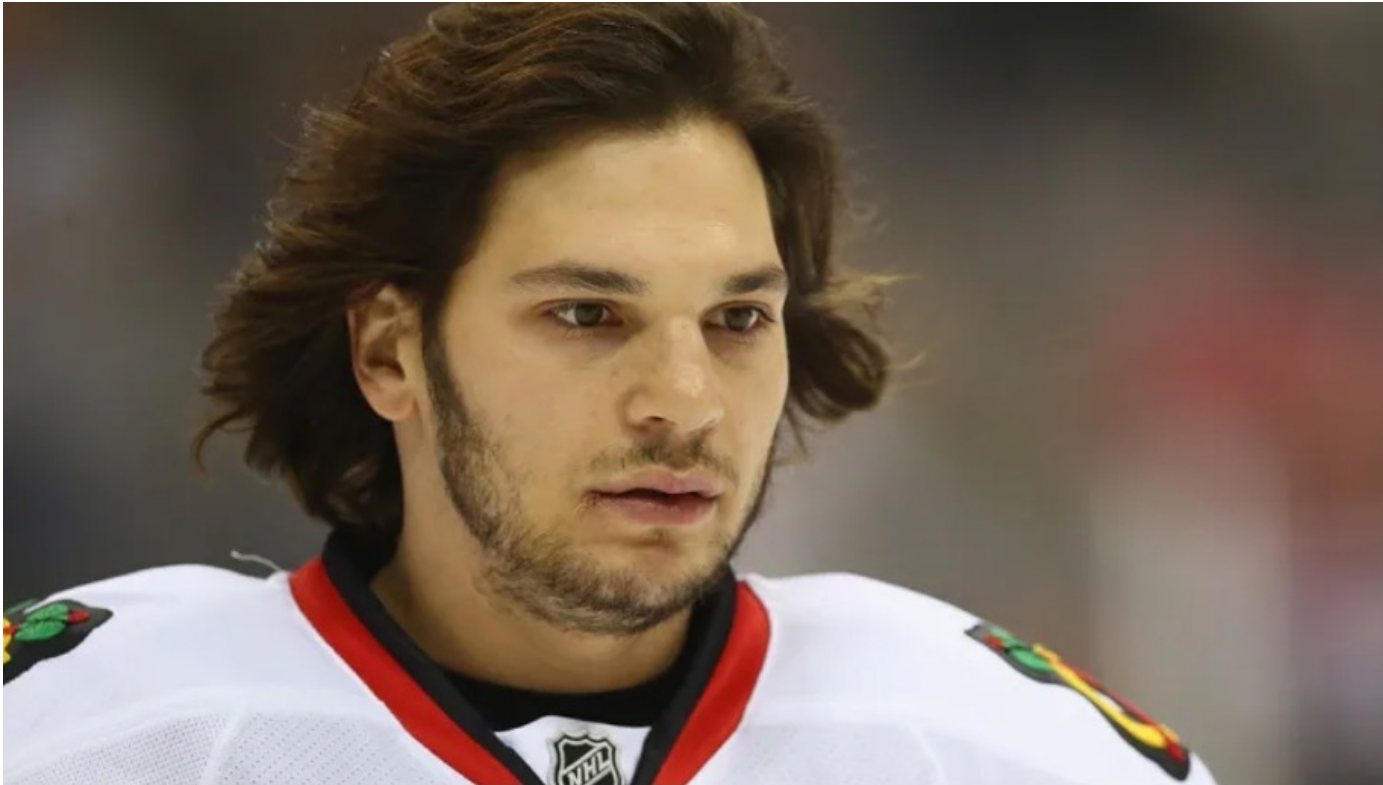
Experiences of at Least 1 Form of Harm by Self-Reported Gender



Study by: ³Kerr, G., Willson, E., & Stirling, A. (2019). Prevalence of maltreatment among current and former national team athletes. Partnership with AthletesCAN, 1-51.



Examples in the Media: Hazing



Citation and Photo Source: ⁶Strashin, J. (2018). 'It's toxic': Former NHLer Carcillo says he won't be silent about hockey's hazing culture. CBC Sports. <https://www.cbc.ca/sports/hockey/nhl/carcillo-hazing-hockey-culture-ohl-abuse-1.4922623>



Example: Forms of Abuse



Bob Levey/Getty Images

Citation and Photo Source: ⁷Yan, H. (2015). Karolyi Ranch produced champions and a culture of fear, ex-gymnasts say. CNN. <https://www.cnn.com/2018/02/02/us/karolyi-ranch-gymnastics-abuse-allegations/index.html>



Forms of Discrim: Gender and Pay Equity



Citation and Photo Source: ⁸De La Fuente, H. (2023). USWNT and Canada unite in protest for gender equality and trans rights before SheBelieves Cup game. CNN. <https://www.cnn.com/2023/02/17/football/uswnt-canada-gender-equality-trans-rights-spt-intl/index.html>

Citation: ⁹Davidson, N. (2023). Canadian women end strike, citing threat of legal action from Canada Soccer. CBC. <https://www.cbc.ca/sports/soccer/canada-soccer-women-negotiations-pay-equity-1.6745387>



What is Needed to Address Current Issues?

- Encourage discussion, from past and present athletes, and between all levels of sport organization hierarchies
- Focus on Diversity, Equity, and Inclusion when creating solutions to normalized issues in sport, so they acknowledge and support *all* athletes¹⁰
- Value athletes as people first
- Education and Mental Health Literacy
- Early Intervention

¹⁰Gurgis, Kerr, G., & Darnell, S. (2022). "Safe Sport Is Not for Everyone": Equity-Deserving Athletes' Perspectives of, Experiences and Recommendations for Safe Sport. *Frontiers in Psychology*, 13, 832560-832560.



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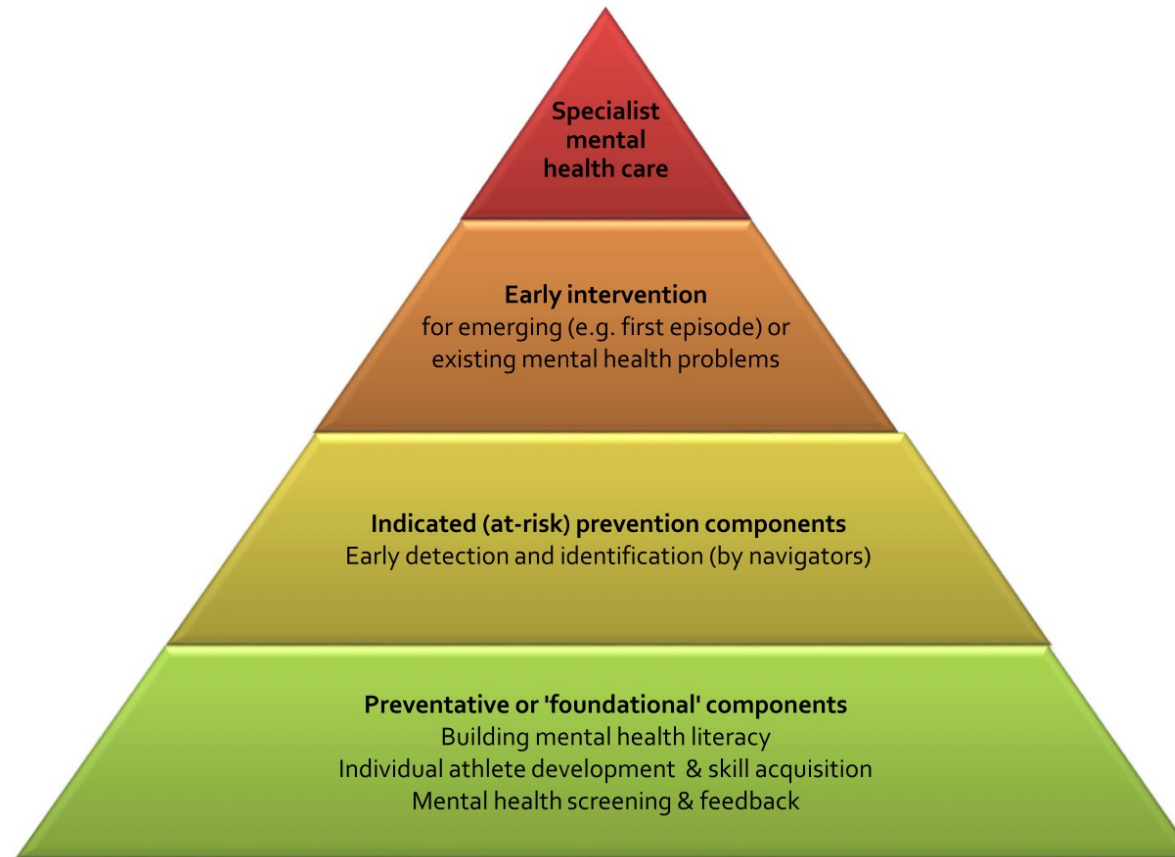


Image from: ¹⁴Purcell, Gwyther, K., & Rice, S. M. (2019). Mental Health In Elite Athletes: Increased Awareness Requires An Early Intervention Framework to Respond to Athlete Needs. Sports Medicine - Open, 5(1), 1-8.



Multiple Realms To Be Addressed

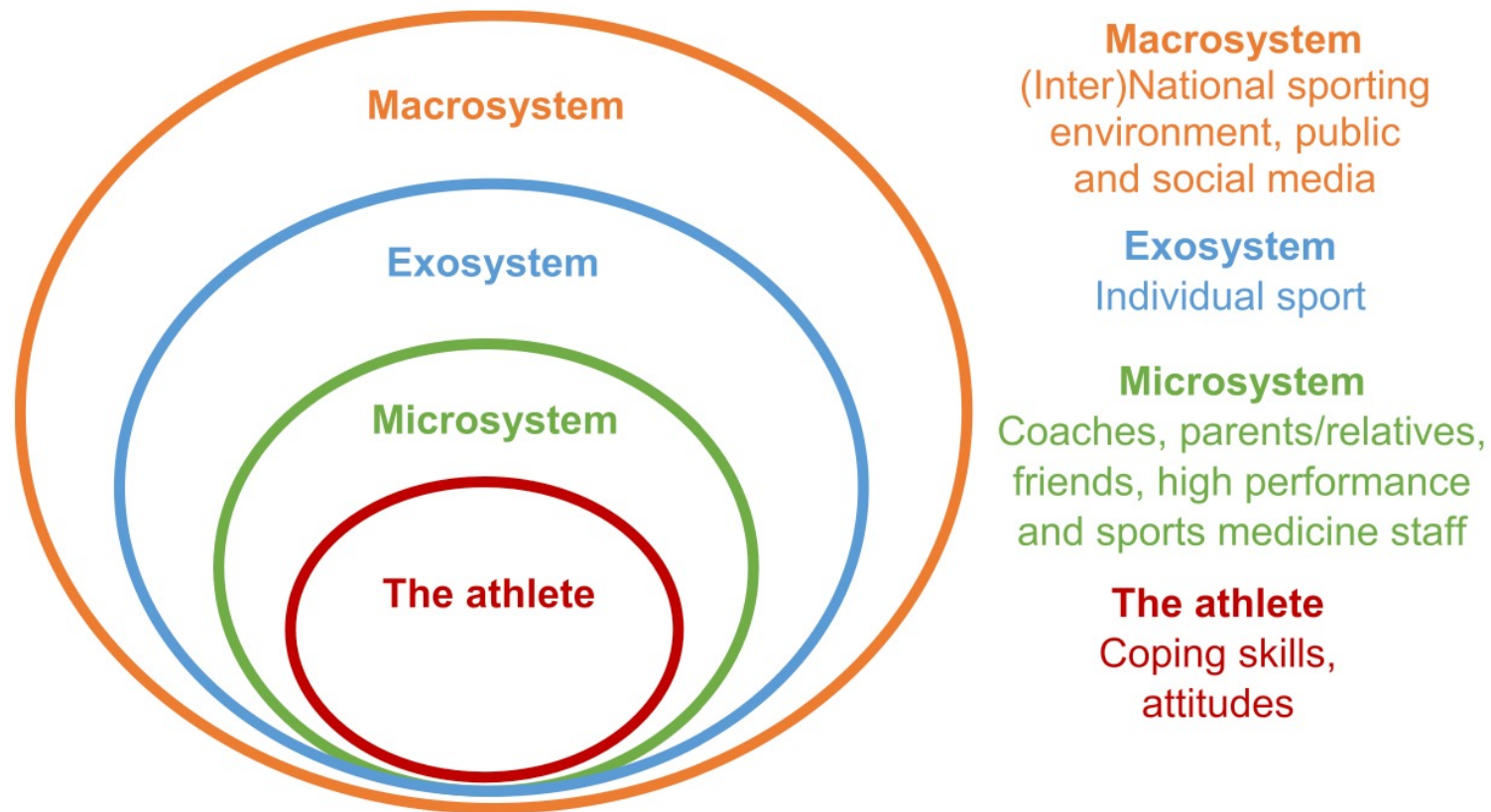


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What is Being Done?



¹²Sport Information Resource Centre. (2023). Safe Sport. <https://sirc.ca/safesport/>

¹³Abuse Free Sport. (2023). About. <https://abuse-free-sport.ca/about>



What is Being Done?

CANADIAN SPORT
HELPline

| ABUSE
| HARASSMENT
| DISCRIMINATION

📞 1-888-83SPORT (77678) 8 am - 8 pm (ET)
7 days a week
@ info@abuse-free-sport.ca
www www.abuse-free-sport.ca

Canada



Coaching Association of Canada
Association canadienne des entraîneurs

¹⁴Abuse Free Sport. (2023). Canadian Sport Helpline. <https://abuse-free-sport.ca/helpline>

¹⁵Respect in Sport. (2023). Respect in Sport. <https://www.respectgroupinc.com/respect-in-sport/>

¹⁶Coaching Association of Canada. (2023). Responsible Coaching Movement. <https://coach.ca/responsible-coaching-movement>