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ETHICAL EVENTS [www.ethicalevents.com.au](http://www.ethicalevents.com.au)

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## Introduction

Events of all kinds - sporting, artistic, cultural, and gastronomic, - whether community level, state, national or international, are important social, cultural, and economic activities for the communities they are held in. They can cater for and encourage large numbers of tourists and many attract a large amount of public funding and support.

Large events, such as Fringe Festivals, the Olympic Games, music festivals, tournaments, and World Cups in many sporting codes, have been part of event and tourism landscape for decades, with many more recent additions in arts, music festivals, and trade, business, and industry. All claim to offer their communities economic benefits and social and cultural benefits. Sponsorship and television rights also generate millions of dollars.

Recently, questions have arisen about the actual benefits of these events. Some events have large costs for host communities, with questionable benefits and increasingly clear negative impacts like noise pollution, environmental damage and increased cost of living<sup>i</sup>. While there is a perception that “the economy” benefits from events, the main financial beneficiaries are often organisers, local businesses and local authorities<sup>ii</sup>. For example, many economists now recognise that Olympic Games hosts are often left with huge negative impacts, like debt and maintenance issues, and they now ask for changes to make them more affordable and beneficial to host communities<sup>iii</sup>.

There are many questions that arise around events and event tourism:

- How do we ensure that events using public resources benefit the community?
- Are economic and social benefits of events equitably distributed?
- Are public partnerships with private companies serving the community well?
- Are event organisers bound to meet community, legal, human rights, and ecological standards?
- If so, how are they held accountable and who gets to set the standards?
- Who chooses whether an event should be held and/or funded at all?
- When events create problems, who bears the cost?
- How do communities protect themselves from negative impacts whilst enjoying the great benefits that events can offer?

## Background

Ethical Events are a group of community members including policy makers, lawyers, and academics who came together to bring attention to issues raised about decision making for events in South Australia as a direct result of the Premier's decision to support LIV Golf<sup>iv</sup>. The group began thinking about, and researching, ways to better protect communities from negative outcomes of hosting events, while at the same time recognising the richness and diversity that events have to offer.

This document is a culmination of research, and the results of a community forum facilitated by the group in April 2023 with community members who shared similar concerns about events in South Australia (See Appendix 1: Summary participant input from forum). The forum participants strongly endorsed the creation of an Ethical Events Framework. As the 'Festival State', South Australia should implement this policy/framework document to take the lead in promoting and staging ethical events.

## Potential Benefits of Events Tourism

Events and tourism are often interlinked and understood as a purely commercial industries whose positive contributions to our community are limited only to employment and economic growth. However, Higgins-Desbiolles suggests that events and tourism (event tourism) can contribute to our community in much richer and more beneficial ways and can be a political and social force<sup>v</sup>. These could be to:

- Create better futures for all stakeholders, particularly hosting communities;
- Support the educational attainments of community members;
- Promote cross-cultural engagement;
- Promote mutual understanding and relationships based on equity, sharing and respect<sup>vi</sup>;
- Support the self-sufficiency and self-determination of local communities<sup>vii</sup>;
- Produce both ecologically benign and ecologically progressive forms of tourism as a financially viable alternative to other harmful forms of industry;
- Integrate innovative developments in ethical decision-making, consultation, and consent, such as those found in some First Nations groups<sup>viii</sup>.

## Ethical Events Framework

An Ethical Events Framework is a document of guiding policies/practices that event organisers should adhere to be considered an Ethical Event. This framework will assist organisers and government bodies/funders to make considered and ethical decisions regarding funding and managing events, with sound best practice principles drawn from a range of evidence-based sources.

## Ethical Events Policies/practices

From the Ethical Events forum, research, and existing policies, a range of policies/practices have been suggested for consideration for the framework. These include:

- Transparency, accountability and governance;
- Sponsorship, products, and supply chains;
- Human rights and inclusion of vulnerable groups (engagement and inclusion);
- Positive community impacts;
- Positive impact on workers and volunteers, engagement, and inclusion of vulnerable and marginalised groups;
- Environmental concerns;
- Ethical Event accountability.

### *Transparency, accountability, and governance*

It was agreed that an ethical event can only happen when events are governed with transparency and accountability. Currently, many decisions related to publicly funded events are undertaken privately, with little or no accountability to citizens.<sup>ix</sup> This makes it easier to greenwash events and hide the range of costs to the community. Transparency and accountability require building honest, ongoing relationships with the community, involving the community in decision making, and committing to sharing relevant information. Other key elements of transparency, accountability and governance include:

- Building in consultation and consent into ongoing activities
- Being clear about who gets to make decisions, what process they must follow, and who they must consult<sup>x</sup>;
- A clear and transparent understanding of the costs and economic benefits to the community? Who gets the profits?
- Sound decision making processes between a range of stakeholders? Is an ethical framework used?
- Oversight/Governance that ensures an ethical framework is being followed? (Oakes 2011).

These measures will require a strong engagement with the policies and practices that are called Diversity, Equity and Inclusion with recent additions of Justice and Belonging (DEIJB). These efforts seek to address inequality, discrimination, exclusion and injustice in our societies. Events are important spaces to promote the principle that individuals and groups should be treated fairly, with respect and in ways that foster greater belonging. Requiring protocols such as opening with a Welcome to Country (or at a minimum, an Acknowledgement of Country) is one example of how events can work towards DEIJB<sup>xi</sup>.

### *Sponsorship, products, and supply chains.*

When selecting sponsors, suppliers and products, event organizers, including governments, should consider their reputations, histories, values, goals, and guiding principles to ensure alignment with those held by the event organiser and government body, and that they live up to public expectations<sup>xii</sup>. Questions that could be asked regarding sponsorship and supply chains are:

- Are the products and services utilized or sold ethically and sustainably produced?
- Does the business or sponsor meet the ethical standards set by the event?

### *Human rights and inclusion of vulnerable groups (engagement and inclusion).*

The defence and promotion of human rights should be central to all decision making related to an event, including whether to even host it. Large scale events, especially Mega Sporting Events have a long history of human rights abuses, such as forced evictions and displacement of local business, and destruction of the natural environment <sup>xiii</sup>. To achieve this benchmark, organisers should ensure:

- That human rights are safeguarded in every aspect of the event's operation. s being abused in the creation of this event?
- That human rights abusers are not included in any aspect of the event, including sponsorship
- No relevant voices are silenced
- Human rights are actively protected in all aspects of the event's operation.<sup>xiv</sup>
- Event sponsors are not implicated in human rights abuses (See Appendix 2 re: washing)

### *Positive community impacts.*

Events could offer many community benefits. An ethical event framework should encourage:

- Involving and serving local communities, with benchmarks for local community inclusion;
- Promoting diversity, equity, inclusion and justice;
- Consulting First Nations people and embedding First Nation local culture & practice;
- Adding value to local economies and communities, including by leveraging tourism.

### *Positive impact on workers and volunteers, engagement, and inclusion of vulnerable and marginalised groups*

Events could ensure positive impacts on their workforce by taking steps to:

- Provide opportunities for employment and training for marginalised groups, including women and LGBTQIA+ people, people with disabilities; First Nations people; CALD people; young people and homeless people;
- Consider the precarious nature of event employment, including what happens to workers between events (i.e.: pay rates to support between work);
- Create sustainable work for people involved in events;
- Actively engage in skill building for longer term employment in other areas, giving people skills to move into other employment fields; and
- Create a safe and welcoming environment for LGBTIQ people, First Nations People, and those from culturally and linguistically diverse groups.

And could protect worker and volunteer rights by:

- Just pay and conditions for workers, worker safety and including regulations and workplace inspections
- Information about working conditions and an induction about duties and workplace.
- Clear avenues for questions and/or complaints.
- Protection from sexual harassment and bullying and clear avenues to address these.
- Expectation, rights and working conditions of volunteers need to be made clear.

Questions to be raised about volunteers for events could be:

- Is it ethical to ask for volunteers in all situations?
- Do volunteers take the place of people who would otherwise be paid? If so, is this ethical in an event that is profit-driven?

### *Environmental concerns*

Environmental considerations are a significant concern for ethical events. The State government of South Australia already has guidelines for best practice in waste and recycling for events. It champions sustainability, promotes recycling and the diversion of organic and compostable material away from landfill. The guidelines focus on:

- Minimizing waste
- Developing waste management plans
- Utilizing ethical service providers
- Criteria for evaluation <sup>xv</sup>.

However, the accountability for adhering to these guidelines is unclear, as they are not mandated. Other environment frameworks are more comprehensive, and these could become a part of the Ethical Events framework. For instance:

- ‘Green construction’ for new built environments;
- Practices that address climate change;
- Waste;
- Energy;
- Water;
- Transport; and
- Natural Capital<sup>xvi</sup>.

Questions to raise regarding the environmental impacts of the event could be:

- Are environmental and climatic concerns properly addressed; and
- Does the event impose detrimental outcomes on the settings in which they are held?

### *Ethical Event Accountability*

A key question raised at the forum and amongst the Ethical Events working group is: how do ensure that the framework is adhered to, and what accountability levers can be used? A range of ideas were considered:

- Create a certification process for events that meet set standards and have an independent auditing body to audit compliance;
- Create incentives and mandates to have ethical events such as:
  - A logo for events that meet set standards;
  - A statutory provision for the SA Government's event budget to ensure funds are only directed to ethical events;
  - Councils mandate that framework guidelines are followed by any groups, or individuals, applying for an event grant or when using a council space (e.g. a park) for an event.

These recommendations will ensure that public events money benefits the public, and that events in SA will become a site for greater job creation and inclusion, truly supporting our economy and environment through our events.

It is important that guidelines are fit-for-purpose and do not penalise or prohibit small events. For example, community-run events not making significant profit should not be forced to undertake onerous or expensive processes in order to continue to run and should be supported by councils and governments to continue to make their communities culturally richer.

### Next Steps:

This document is designed to summarise the work of Ethical Events to date, drawing upon research and the community consultation. The aim is to distribute to the contributors of this work for consultation by forum participants, then to a wide range of stakeholders with the intention of:

- holding a workshop to determine what could be feasible for an ethical framework;
- how it would be implemented;
- by whom should it be implemented? E.g. small events vs mega events
- deciding who will take ownership for implementation, delivery, and accountability.

Workshop considerations:

- Legislate an ethical framework as the Festival State.
- Consult on how to refine and implement the framework and share it with all groups who have some input into festivals and those who advocate for human rights (broadly defined) and the environment.
- Raise awareness of the importance of having an ethical framework, by telling stories that highlight its value.
- Have high profile people from a variety of sectors to advocate for an ethical framework
- Grassroots community campaigns.
- Create relationships with key stakeholder groups in event management.
- Educate journalists about the importance of an ethical framework.

Stakeholders for consultation could include (but not limited to)

- Women, especially sports people, who have not received funding/opportunities and the communication that supports them.



- Golfers who refused involved in the LIV tournament.
- People from migrant and refugee backgrounds who have suffered under the Saudi, or similar, regimes.
- Local and state governments, unions, labour hire companies, events organizers,
- Universities, academics, researchers.

## Additional Information

The Ethical Events team have spent time researching additional information covering a range of topics for consideration for the framework and we encourage you to read this. This information is in the appendices and includes:

- Existing ethical frameworks (Appendix 3);
- Social licence and what it means (Appendix 4);
- Currently available ethical event tools (Appendix 5)

## Conclusion

The development of an Ethical Events framework for South Australia would assist in positioning South Australia as a global leader in ethical events management. This is consistent with the strong history of South Australia as a place of progressive environmental, civic participation and human rights leadership, enhancing the brand of South Australia. The next steps involve broadening the consultation with stakeholders to improve the quality of the proposed framework and better understand the steps involved in adoption.

## Appendix 1: Forum Summary participant input

On the 19<sup>th</sup> of April 2023, Ethical Events ran a forum and sought participant feedback on this issue.

There was a strong endorsement of an Ethical Events framework by participants. As ‘the Festival State,’ South Australia should take the lead in promoting and staging ethical events in the opinion of many participants.

Below is a brief summary of groups and issues participants felt should be included in an ethical events framework (a full summary is available on our website (<https://www.ethicalevents.au/>)).

### ***Who and what in ethical frameworks***

The rights of workers and volunteers, including transparency and accountability regarding working conditions;  
Supply chains should not engage in exploitative practices;  
Transparency in relation to governments, supply chains, sponsors and other organizations involved in staging events;  
The defence and promotion of human rights should be central to all aspects of the running of an ethical event; and  
The protection and wellbeing of the environment should also be central to all aspects of running an ethical event.

### ***Ethical events should go beyond not doing harm and should be regulated.***

Ethical events should aim to produce benefits, not merely avoid ethical infringements. Ethical events should be audited and promoted by creating a certification process, having an ethical events logo for events that meet standards, have statutory provision that government funds only be allocated to ethical events and getting Councils to ensure events held in their council area are ethical.

### ***Who else should be involved in ethical events?***

Women, especially sports people, who have not received funding/opportunities and the communication that supports them.  
Golfers who refused involved in the LIV tournament.  
People from migrant and refugee backgrounds who have suffered under the Saudi, or similar, regimes.  
Local and state governments, unions, labour hire companies, events organizers, Universities, academics, researchers.

## **Sportswashing & Greenwashing/Cultural Washing/Neutrality when it should not be....**

The Ethics Centre says sportswashing is an attempt by entities — states or corporations — to deflect attention from human rights abuses they have perpetuated by hosting sporting events, or injecting funds into sporting events or teams (The Ethics Centre 2022).

Sportswashing generates positive media about the entity's links to popular and publicized sports. In place of headlines on human rights, are ones celebrating sporting achievements and personalities (The Ethics Centre 2022; Fruh et al 2022; Skey 2022).

Sportswashing attempts to avoid damaging much-valued 'reputational capital' (Eccles et al 2007). Sportswashing is related to 'soft diplomacy' and 'place branding' in that both are used by states and companies to increase reputational capital. However, they should not be confused. Soft diplomacy can have positive outcomes. By contrast, sportswashing deflects attention from human rights breaches (Skey 2022).

Sport is significant because it is profoundly important to many people; it can be used to garner the attention of specific groups and it often attracts mass audiences (Skey 2022). Sportswashing also exploits sport's assets— enthusiasm, affiliation, and identity — to accomplish its objectives. In doing so, a range of people (participants, spectators, journalists, clubs, venues, media organisations, providers) become complicit in the wrong sponsors seek to camouflage (Fruh et al 2022).

A version of sportswashing occurs in the arts, where sponsors use events to hide questionable practices and enhance reputational capital. Artists involved in the 2014 Sydney Biennale successfully persuaded the organizers to cut Transfield's sponsorship because of its association with the running of detention centres (Sydney Morning Herald 2014).

Environmentalists and traditional owners forced organizers to end Santos' sponsorship of the Festival of Darwin because of Santos's links with fossil fuels (Canberra Times 2022). The Sydney Festival revoked the Israeli government's sponsorship last year after artists and arts organizations complained (The Conversation 2022).

There are critics of the concept of sportswashing. Chadwick (no date), for instance, suggests that the term sportswashing implies a gullibility on the part of people who participate in sportswashing events. Do people, he asks, suddenly forget human rights abuses because a particular regime is involved in an event? In Chadwick's view, they do not. Media reports of crowds who attend events indicate that they are unconcerned with sponsor behaviour (as happened in Adelaide during the 2023 LIV golf tournament), suggesting that many people absolve sponsors from scrutiny of human rights abuses. Attendance at events might be considered evidence that people are willing to suspend concern about human rights (even assuming they were aware of or concerned with human rights in the first place). Sponsoring events, he claims, and may even generate a renewed focus on the human rights records of abusers.

Moreover, the intention and/or impact of sportswashing may be less focussed on changing public opinion than on providing reasons for governments to suspend concerns about human rights and establish relationships with states that might otherwise be seen as pariahs. By creating economic and other alliances with certain regimes, human rights abuses become normalized and part of "doing business."

Another critique of sportswashing is compelling (Chadwick no date; Holmes 2023). It contends that accusations of sportswashing may enforce an unfair status quo in global power relations. For instance, Australia's human rights breaches in relation to asylum seekers and First Nation Australians are well-documented. Yet, Australia's attempts to host events are rarely labelled 'sportswashing.' Typically, countries identified with the 'west' get to lob accusations of sportswashing at non-western nations and there is virtually no capacity for them to counter the accusation or point to the human rights infringements of 'western' nations. So, sportswashing claims can be affiliated with an imbalance in power between certain countries and can, paradoxically, enshrine existing unjust global power structures. Should this mean abandoning the notion of 'sportswashing' or should it lead us to greater self-reflection about our ethical breaches? We suggest the latter.

## Appendix 3 Existing frameworks

### **Glasgow Commonwealth Games (website)**

The Organizing Committee of the Glasgow games emphasized respecting individual rights and freedoms, including civil and political rights, as well as the right to privacy and family life. Further, it promoted freedom of association, conscience and belief, and expression. The Games also endorsed decent labour conditions, including wages, and worker health and safety. Suppliers were expected to adhere to ethical trading frameworks and the code of conduct for the World Federation of the Sporting Goods Industry. The Glasgow Games also formulated policies — albeit limited ones — promoting environmental sustainability.

The Glasgow Commonwealth Games consider that events have the potential to enhance and extend human rights, indicating that events can go beyond countering human rights infractions to actively create additional benefits (Glasgow 2014).

### **Gold Coast Commonwealth Games 2018**

The Organizing Committee of the 2018 Commonwealth Games exemplified the deliberative approach to creating an ethical framework by engaging human rights experts, key stakeholders, and existing human rights assessment tools, to focus on:

- Supply chain impacts;
- Athlete well-being;
- Local community impacts;
- Security; and
- Work health and safety (Gold Coast Commonwealth Games 2018:8).

The 2018 Games also formulated policies promoting:

- Indigenous participation in the Games, including opportunities for economic participation;
- Accessibility, diversity, and inclusion; and
- Engagement, particularly with local communities and stakeholders;
- Gender Balance; and
- Links with LGBTIQ+ organizations (Gold Coast Commonwealth Games 2018:20-26).

### **Human Rights Risk Assessment**

The Australian Human Rights Commission (AHRC) and the New Zealand Human Rights Commission (NZHRC) formulated a detailed ethical framework to guide the Fédération Internationale de Football Association's (FIFA) staging of the 2023 Women's World Cup. Together they developed a Human Rights Risk Assessment tool, including:

- the exploitation of migrant labour in creating infrastructure
- forced evictions of homeless and other people
- child labour that may be employed in the production of merchandise (Australian Human Rights Commission 2021)

The following also require scrutiny:

- Use of labour in slavery-like conditions;
- Risks for workers, with special attention to strong labour and OHS laws, and regulations;
- Protecting the rights of migrant workers (comprising approximately 11% of Australia's workforce); and
- Younger workers, who are also more open to exploitation. Sexual harassment of younger female workers presents a specific risk (Australian Human Rights Commission 2021).

Certain groups of workers and industries face a high risk of exploitive practices:

- Construction
- Hospitality
- Security
- Cleaning
- Consumer goods (Australian Human Rights Commission 2021)

Volunteers may also be exploited by having roles and responsibilities that could be done by paid employees (Australian Human Rights Commission 2021).

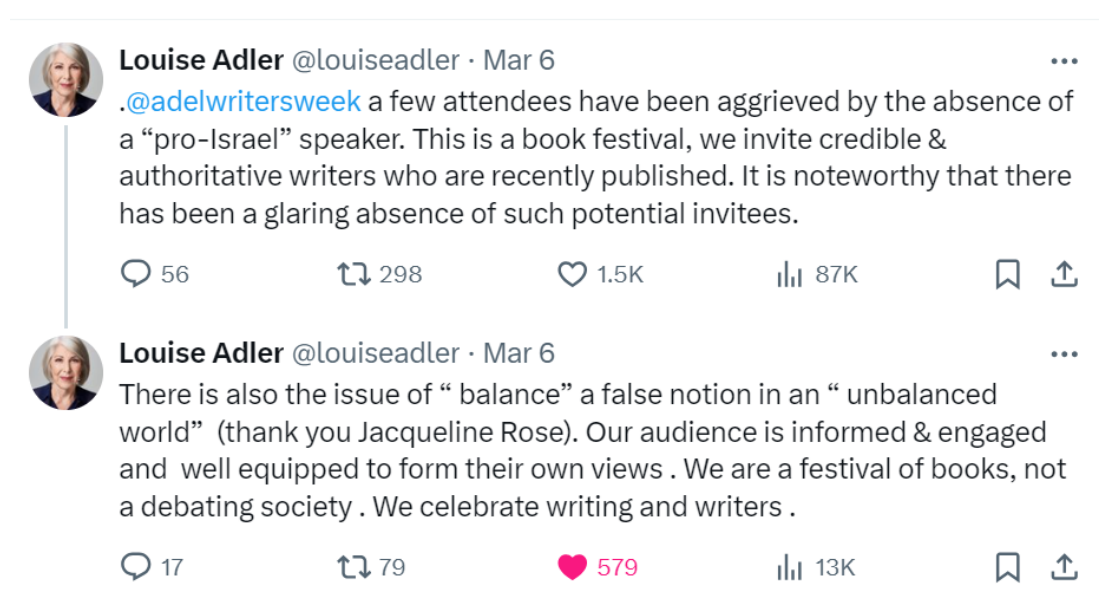
All risks must be assessed in relation to sponsors and media organizations, as well as sporting participants, coaches, and support crews in the event (Australian Human Rights Commission 2021).

Additionally, organizers must promote the cultural safety of people attending the event. How safe are the environments for women, people of linguistic and cultural diversity, Indigenous people, LGBTIQ+ and people with disability? Additionally, Indigenous groups must be involved. This extends beyond a welcome to, and acknowledgement of, country. It must entail meaningful participation of Indigenous groups in the planning, running and management of such events (Australian Human Rights Commission 2021).

## Appendix 4 Ethics of Events and Social Licence from the Community

The term “social license” describes the community and stakeholder support that an event arouses. The value of analysing this support becomes clearer when we look at two recent events in South Australia.

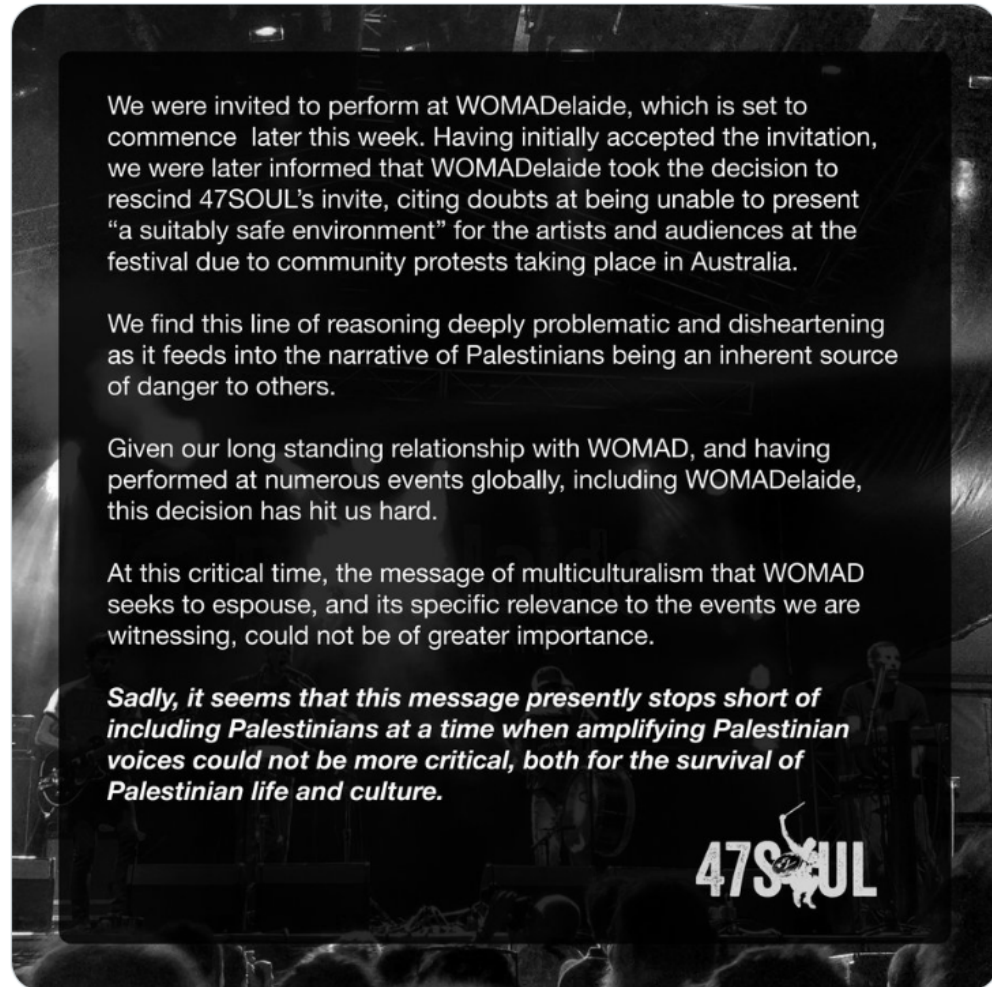
Adelaide Writers’ Week and WOMADelaide, both occurring in “mad March,” present interesting contrasts. Both events were held when Israel and Palestine dominated the news. In this heated atmosphere, the Writers’ Week programme included sessions on “The Israel/Palestine Question” with Ilan Pappé and “The History of Hamas” with Tareq Baqoni. It also featured other Palestinian, Israeli and Palestine/Israel based authors. This generated controversy and criticism, particularly from certain sections of the media. But the event proceeded without protests or impacts on event attendance.



In contrast, during WOMADelaide in 2024, protests and petitions occurred in response to programming decisions. The headlining act was Ziggy Marley, who was accused of providing material support to the Israeli Defence Forces. Three days before the event opening, Jordanian-Palestinian group 47Soul announced on social media that their invitation to participate had been rescinded due to the Gaza situation. 47Soul said that WOMADelaide attributed the decision to doubts around the provision of “a suitably safe environment” for the artists and audiences at the festival due to community protests taking place in Australia (see 47Soul tweet below).

47SOUL argued that this line of reasoning fed into a “problematic and disheartening... narrative of Palestinians being an inherent source of danger to others. At this critical time, the message of multiculturalism that WOMAD seeks to espouse, and its specific relevance to the events we are witnessing, could not be of greater importance.”

We were invited to perform at WOMADelaide, which is set to commence later this week. Having initially accepted the invitation,



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The directors of each of these events have had to navigate difficult times. Adelaide Writers' Week experienced criticism from some media but suffered no community protests. Whereas WOMADelaide generated a lot of media attention and days of community protests both at the entrance to the event and in the event venue itself. The 47Soul post above shows that the band feels WOMADelaide failed to live up to its vision and disappointed important stakeholders. Many attendees and other stakeholders felt the same and shared their feelings, causing WOMAD to issue a public apology:

<https://www.womadelaide.com.au/news/2024/3/47soul-statement>

There are important lessons to learn from these recent events, including:

- An ethical framework for all events is vitally needed;
- Full alignment between vision, values and practices builds a foundation for success;
- Transparency in ethical decision making is essential;
- Stakeholders in events hold more than a passing interest in event decisions;
- Event social licence depends on sound engagement with the local community.





## Appendix 5: Available Tools

The risk assessment framework developed by ARHC and NZHRC creates a ‘Risk, Saliency Matrix,’ which allows numerical assessment of the scale and scope of human rights risks, as well as how effectively they may be remediated (Australian Human Rights Commission 2021). This allows easy and comprehensive identification and assessment of ethical risks. This template, or variations of it, is thorough, easy to use and can be easily applied to the staging of any event.

An ethical events framework can simultaneously be an easy-to-use risk assessment tool, which could improve the planning of events by identifying and ranking risks. We include an example from the Australian Human Rights Commission and the New Zealand Human Rights Commission, not because we think it is a definitive tool, but it offers a template that could be developed and modified for use by a range of organizations planning festivals.

Table One: Domains of risk assessment

Domains of risk assessment	
Likelihood (column A)*	Scope (Column B)
<p>How likely is the risk to occur within the next 3 years?:</p> <ul style="list-style-type: none"> <li>● <b>Highly likely</b> (rights holders are currently at risk or highly likely they will be)</li> <li>● <b>Possible</b> (rights holders may not currently be at risk but it is likely it will occur)</li> <li>● <b>Unlikely</b> (although there is a risk, it is unlikely to impact rights holders over next 3 years)</li> </ul>	<p>How many people are likely to be affected by the harm?:</p> <ul style="list-style-type: none"> <li>● <b>Major</b> (entire category of stakeholders e.g. all players or all children)</li> <li>● <b>Moderate</b> (significant proportion of stakeholders or specific stakeholder groups e.g. all hospitality staff)</li> <li>● <b>Minor</b> (a few people or a minor proportion of stakeholders e.g. one or two players)</li> </ul>
Scale (Column C)	Remediability (Column D)
<p>What is the gravity of the impact on the human right(s)? of affected people):</p> <ul style="list-style-type: none"> <li>● <b>Major</b> Severe or irrevocable violation/s of human rights (such as harm causing serious injury or death, extreme forms of labour exploitation)</li> <li>● <b>Moderate</b> Substantial harm is caused</li> </ul>	<p>Will a remedy restore the victim to the same or equivalent position before harm:</p> <ul style="list-style-type: none"> <li>● <b>Not remediable</b> (most serious, harm is not remediable)</li> <li>● <b>Possibly remediable</b> (remedy may only partially return victim to same or equivalent position)</li> <li>● <b>Fully remediable</b> (remedy will restore victim)</li> </ul>

<ul style="list-style-type: none"> <li>Minor Some harm is caused</li> </ul>	
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\*Column refers to Table Two  
 Modified from Australian Human Rights Commission (2021)

Risks are then ranked Tier 1, 2 or 3:

- Tier 1 risks must urgently be addressed as most salient.
- Tier 2 risks must be addressed as next most salient.
- Tier 3 risks should be addressed to prevent harm occurring (see Table Two, below).

(Australian Human Rights Commission 2021)

Table Two: Rating of risk assessment domains (hypothetical examples only)

Rating of risk assessment domains				
Likelihood (A)	Scope (B)	Scale (c)	Remediability (D)	Tier
				1
				1
				2
				3
				3
				2

Modified from Australian Human Rights Commission (2021)

- Tier 1 risks require: likelihood is highly likely AND two out of three other assessment criteria are red.
- Tier 2 risks require at least two of or the four assessment criteria to be amber or red.
- Tier 3 risks are those which do not meet the criteria for Tiers 1 or 2. (Australian Human Rights Commission 2021)

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<sup>ii</sup> *ibid*

<sup>iii</sup> McBride, J., & Manno, M. (2021). *The Economics of Hosting the Olympic Games*. Council on Foreign Relations. <https://www.cfr.org/backgrounder/economics-hosting-olympic-games>

<sup>iv</sup> See: <https://www.abc.net.au/news/2022-11-14/south-australia-to-host-controversial-liv-golf-series/101650096>

<sup>v</sup> See: Higgins-Desbiolles, F. (2016). Sustaining Spirit: A review and analysis of an urban Indigenous Australian cultural festival. *Journal of Sustainable Tourism*. DOI: 10.1080/09669582.2016.1149184.

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<sup>vi</sup> Scheyvens, R. (2002). *Tourism for development: Empowering communities*. Harlow: Prentice-Hall.

<sup>vii</sup> *Ibid*

<sup>viii</sup> Higgins-Desbiolles, 2016, 2018 & 2023.

<sup>ix</sup> As an example, the Ethical Events Team submitted a Freedom of Information request for funding amount for LIV Golf on 15 February 2023 and at time of writing have still not received a reply.

<sup>x</sup> Oakes, G. (2011, August 16). *Governance: nine steps to good decision making*. Econsultancy. <https://econsultancy.com/governance-9-steps-to-good-decision-making/>

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<sup>xi</sup> Higgins-Desbiolles, 2023. See also Calver, J., Dashper, K., Finkel, R., Fletcher, T., Lamond, I. R., May, E., ... Sharp, B. (2023). The (in)visibility of equality, diversity, and inclusion research in events management journals. *Journal of Policy Research in Tourism, Leisure and Events*, 1–25.

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<sup>xiii</sup> Haugland-Austrheim E(2023, October 16). Human rights and mega-sporting events. UNAA, available at:

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<sup>xiv</sup> This article provides excellent overview: <https://www.unaa.org.au/2023/10/16/human-rights-and-sport/>

<sup>xv</sup> Government of South Australia (2022) Waste and Recycling at Events and Venues, Green Industries, South Australia, available at: [www.greenindustries.sa.gov.au](http://www.greenindustries.sa.gov.au)

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