



# UNITED AGAINST ONLINE ABUSE

COALITION TO STOP HATE SPEECH IN SPORT



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## **D6.1 – Launch EU Forum of UAOA Coalition**

***Project 101184558 – UAOA  
Developing a Pan-European Framework to Combat  
Online Abuse in Sport***

**Submitted by:  
FEDERATION INTERNATIONALE DE L'AUTOMOBILE (FIA)  
*Project Coordinator***

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## D6.1 – Launch EU Forum of UAOA Coalition

### 1. EU Forum of UAOA Coalition

#### 1.1 Concept and Structure

The deliverable D6.1 – EU Forum of UAOA Coalition envisaged the establishment of a European-level multi-stakeholder forum addressing online abuse in sport. The EU Forum was designed as a structured platform to facilitate dialogue, knowledge exchange, and coordinated action among sports federations and organisations, academic institutions, policymakers, technology actors, and civil society. It was intended not only as a dissemination mechanism, but as a means to connect project outputs (education, research, and policy insights) with real-world stakeholders, thereby ensuring relevance, uptake, and long-term sustainability beyond the project lifecycle.

The EU Forum aims to act as a **multi-stakeholder platform addressing online abuse in sport through collaboration, knowledge-sharing, and policy engagement**.

Its core objectives include: fostering dialogue between sectors; promoting awareness and understanding of online abuse; supporting the development and uptake of practical tools, educational resources, and safeguarding approaches; and contributing to broader policy discussions at European and international level. The scope of the EU Forum is intentionally cross-sectoral, encompassing sport governing bodies, athletes, academic experts, regulators, technology platforms, and advocacy organisations, reflecting the complex and systemic nature of online abuse.

Accordingly, the EU Forum was conceived (and as seen in the following paragraphs - implemented) as a **flexible and evolving platform rather than a rigid institutional structure**, designed to accommodate diverse stakeholders and forms of engagement.

The EU Forum was designed to operate through a combination of **high-level convening(s), thematic discussions, and knowledge-sharing sessions**, bringing together expertise from research, technology, safeguarding, and sport governance. It does not rely on a fixed membership or formal governance, but instead functions through **active participation, collaboration, and ongoing engagement among stakeholders**, allowing the Forum to remain responsive, inclusive, and aligned with emerging challenges and opportunities in tackling online abuse in sport.

#### 1.2 Launch of EU Forum of UAOA Coalition

The EU Forum builds on the existing **73-member** strong UAOA Coalition, which has successfully mobilised a growing network of stakeholders across Europe and internationally. The coalition membership body includes the Association of IOC Recognised Sport Federations (ARISF), representing over one-million athletes globally, and the Fédération Internationale de Motocyclisme (FIM), which oversees more than fifty championship titles across multiple disciplines. Accordingly, participation in the Stockholm Conference included representatives from sports federations, regulatory bodies, academic institutions, technology platforms, and civil society organisations, **ensuring strong cross-sector**

**representation** - not only of the sports institutions but also of the athletes, fans and competitions worldwide.

After a series of planning, activations and high-level invitations, a multi-stakeholder Conference was organized in Stockholm, Sweden on 9th September 2025 – representing the **operational activation of the EU Forum**. This event was led by His Excellency Mohammed Ben Sulayem, FIA President and UAOA Founder, who was joined by a series of global leaders - at Presidential, Ministerial and C-Suite level - ensuring a top-down approach to disseminating the EU Forum’s core values.

Transitioning beyond a conceptual framework, the Forum was activated through real engagement, structured discussions, and cross-sector dialogue, demonstrating its role as a **living platform for collaboration and action**. The event served as a convergence point for project outputs and stakeholder engagement, marking the transition from design to implementation and establishing the foundation for continued Forum activities.

The inaugural thematic focus discussed the “360-degree Overview of Online Abuse in Sport”, providing members with critical insights into the current research landscape, active policy and programme interventions such as Erasmus+, psychological approaches to behaviour change among perpetrators, and social media platform design considerations.

The EU Forum operates through **principles of open engagement, thematic dialogue, and stakeholder-driven contributions**, aligned with the nature of the project and its objectives. Roles and responsibilities are **distributed across participating organisations**, with FIA/UAOA acting as the coordinating and convening body, and stakeholders contributing expertise across areas such as safeguarding, technology, research, and policy.

The engagement of EU Forum is based on:

- **Annual high-level convenings** (e.g. during the Annual UAOA Conference, commencing with Stockholm in 2025)
- **Thematic sessions and panels**
- Onboarding of signatories to UAOA charter
- **Ongoing collaboration within the UAOA Coalition network**

This structure enables continuous exchange beyond a single event. The stakeholder engagement was achieved through:

- Direct invitations to key organisations and leaders,
- Existing partnerships fostered within the UAOA ecosystem, and
- **Targeted outreach to new actors**, including policy and technology stakeholders.



The EU Forum reflects **broad geographical representation**, with participants from multiple European countries and international organisations, reinforcing its role as a pan-European platform. The event facilitated **initial and strengthened engagement of key actors**, including:

- Institutional stakeholders (e.g. Council of Europe),
  - Technology Partners,
  - Academic Institutions, and
  - Advocacy Organisations,
- thereby laying the groundwork for continued collaboration within the Forum.

## 2. EU Forum at the Annual Global Conference of United Against Online Abuse Coalition in Stockholm, Sweden on 9th September 2025

The EU Forum, as envisaged in the Grant Agreement, was operationalised through the UAOA Coalition and activated at the UAOA Annual Global Conference in Stockholm in September 2025. Marking the transition from concept to implementation, the conference united participants from approximately 27 countries, spanning a wide range of experience across the sports sector, from youth ambassadors to senior officials, in line with the Forum's intended multi-stakeholder composition. The programme featured a curated series of thematic sessions as highlighted, including lived experiences, AI-driven solutions and best organisational practices, thereby laying the foundation for ongoing EU Forum activities, as outlined in the following section.

Overall, the event served as a strong platform for **structured dialogue, knowledge exchange, and collaborative engagement** across sectors. Stakeholders were not only engaged as participants but as contributors to a shared agenda addressing online abuse in sport, with discussions highlighting gaps in existing systems, the need for coordinated responses, and opportunities for collaboration.



As the first operational instance of the EU Forum, the Stockholm Conference established its core characteristics: cross-sector engagement, structured dialogue, and alignment with project outputs. It also laid the foundation for continued Forum activities, including future

convenings, thematic engagements, and ongoing collaboration within the UAOA Coalition framework, some of which have already been planned, as discussed in the following reporting sections.

The activation of the EU Forum is supported by clear evidence of structured engagement and high-level participation. The Stockholm Conference followed a **full-day, curated agenda** covering key thematic areas including lived experiences, technological responses, legal frameworks, safeguarding, and policy dialogue, alongside a dedicated session on the Erasmus+ programme. The detailed agenda, speaker list with associated biographies, and panel information are available on the UAOA website [here](#), and annexed herewith as **Annexure A** for reference.

Of particular importance to note in this agenda was the **Erasmus+ Programme** panel, consisting of Carmen Ruano – ESBS Spain Academic Director, Aidan Eames – Clark Hill LLP Lawyer and Gabrijela Jerman – Autosport Federation of Slovenia, VP of V&O Council and UAOA National Coordinator, dedicated to discussing the Erasmus+ project structure, the work accomplished so far, upcoming plans and the role and responsibilities of the EU Forum under the Erasmus+ project, for the UAOA Coalition members.



The Erasmus+ panel reinforced the activation of the EU Forum by directly linking stakeholder engagement with the project’s core objectives. The session presented the development of the **pan-European framework to combat online abuse in sport**, supported by the EU Funding, highlighting pilot implementation across multiple countries, the integration of educational modules within academic institutions, and the role of legal and governance expertise in shaping practical safeguarding solutions. It also underscored the need for structured responses within sport organisations, supported by emerging tools such as organisational toolkits and best-practice dashboards. By bringing together academic, legal, and sport stakeholders in a single forum, the panel demonstrated the EU Forum’s role as a platform for knowledge exchange, collaboration, and translation of project outputs into real-world application.

Participation metrics, speaker profiles, and supporting materials (agenda, speaker list, communications outputs, and visual documentation) collectively provide robust evidence of the Forum’s activation as a structured and multi-stakeholder platform. Key metrics pertaining to the overall conference and the launch of EU Forum are captured below:

<b>Event Name</b>	<b>United Against Online Abuse Annual Global Conference 2025</b>	
<b>Date</b>	09.09.2025	
<b>Venue</b>	Grand Hotel, Stockholm, Sweden	
<b>Duration (days)</b>	1 Full-Day	
<b>Attendees (in-person)</b>	Male: 68 (including FIA Staff)	
	Female : 36 (including FIA Staff)	
	Non-binary: -	
<b>Breakdown of Attendees (in-person)</b>	External Guests	41
	FIA Network (National Member Associations, Clubs, etc.)	25
	External Speakers	15
	Media Delegates	3
	FIA/UAOA Staff	20
	<b>TOTAL</b>	<b>104</b>
<b>Breakdown of Institutions Represented (in-person)</b>	<ul style="list-style-type: none"> <li>● Motorsport institutions – 14</li> <li>● International federations (non-motorsport) – 8</li> <li>● National sport organisations (non-motorsport) – 4</li> <li>● Academic institutions – 6</li> <li>● Private sector companies – 8</li> <li>● Safeguarding / civil society / integrity organisations – 5</li> <li>● Public Policy / Regulatory institutions – 2</li> <li>● Media – 3</li> <li>● Social Media (TikTok) - 1</li> <li>● Total No. of sports represented – 9</li> </ul>	
<b>Virtual Attendees</b>	Male: 33	
	Female: 28	
	Non-binary: -	
<b>Breakdown of Institutions represented (virtually)</b>	<b>Total - 61 (by closed invite only)</b> <ul style="list-style-type: none"> <li>● International federations – 7</li> <li>● National motorsport bodies – 12+</li> <li>● Public/regulatory institutions – 3</li> <li>● Research/academic institutions – 4</li> <li>● Organisations focused on safeguarding, inclusion and rights – 6</li> </ul>	

	<ul style="list-style-type: none"> <li>● Private sector / consultancy / AI actors – ~11</li> <li>● Distinct sports represented – 9</li> </ul>
<b>List of Speakers</b>	<p><b>International Sport Federations and Sport Organisations</b></p> <ol style="list-style-type: none"> <li>1. FIA President, Mohammed Ben Sulayem</li> <li>2. Formula 1 President &amp; CEO, Stefano Domenicali (Video Message)</li> <li>3. ISU President and IOC Member, Mr. Jae Youl KIM (Virtual)</li> <li>4. ARISF President, Dr. Raffaele Chiulli</li> <li>5. IFSO President, Gwenda Stevens</li> <li>6. FIM Deputy CEO and Operations Director, Damiano Zamana</li> <li>7. ATP Tour Safeguarding Director, Andrew Azzopardi</li> <li>8. The FA, Refereeing EDI Delivery Manager, Raj Randhawa</li> <li>9. IFAF President, Mr. Pierre Trochet</li> </ol>
	<p><b>National Federations &amp; Member Organisations</b></p> <ol style="list-style-type: none"> <li>10. FIA VP for Sport Europe &amp; CEO of Svenska Bilspportförbundet, Anna Nordkvist</li> <li>11. Autosport Federation of Slovenia, VP of V&amp;O Council and UAOA National Coordinator, Gabrijela Jerman</li> </ol>
	<p><b>Intergovernmental &amp; Public Policy / Regulatory Bodies</b></p> <ol style="list-style-type: none"> <li>12. Chair of the Governing Board of EPAS (Council of Europe) &amp; Head of International Department (French Ministry of Sports), Solène Charuau</li> <li>13. OFCOM, Principal – Online Safety Policy, Kwamina Korsah</li> </ol>
	<p><b>Academic &amp; Research Institutions</b></p> <ol style="list-style-type: none"> <li>14. FIA University, Professor David Hassan</li> <li>15. University of Notre Dame, Professor Nitesh Chawla</li> <li>16. ESBS Spain, Academic Director Carmen Ruano</li> </ol>
	<p><b>Foundations &amp; Sport for Development / Civil Society</b></p> <ol style="list-style-type: none"> <li>17. FIA Foundation, Executive Director Saul Billingsley</li> <li>18. Peace and Sport, President &amp; Founder Joël Bouzou OLY</li> <li>19. Kick It Out, Fan Education and Engagement Manager Alan Bush</li> </ol>
	<p><b>Private Sector</b></p> <ol style="list-style-type: none"> <li>20. TikTok, Global Head of Outreach and Partnerships – Trust &amp; Safety, Val Richey</li> <li>21. Arwen.AI, CEO Matthew McGrory</li> <li>22. Signify, Co-Founder and CEO Jonathan Hirshler</li> <li>23. Sportradar, VP Risk and Investigations Adam Pennock</li> <li>24. Clark Hill LLP, Lawyer Aidan Eames</li> </ol>
	<p><b>Media &amp; Broadcasting</b></p> <ol style="list-style-type: none"> <li>25. F1 Broadcaster, Natalie Pinkham (Virtual)</li> </ol>
	<p><b>Youth Representation</b></p> <ol style="list-style-type: none"> <li>26. NORDREF, Swedish Digital Youth Ambassador Arvid Isaksson</li> </ol>
	<p><b>UAOA Internal Leadership</b></p> <ol style="list-style-type: none"> <li>27. UAOA, Head of Programme Erin Bourke</li> </ol>

### 3. Communication, visibility and outreach of EU Forum

#### 3.1. Pre-Event communication campaign

Prior to the Stockholm Conference (9 September 2025), a set of targeted communication actions were implemented to build awareness, mobilise stakeholders, and ensure high-level participation. A key milestone was the publication of an **official press release** on the Fédération Internationale de l'Automobile website, which can be accessed [here](#). This announcement positioned the Conference as a major international convening addressing online abuse in sport and served as the primary communication anchor for the EU Forum's visibility.

In parallel, a **structured social media campaign** was deployed over a period of approximately 5 weeks (1 August – 9 September 2025). The full list of communication content (social media, website etc.) is annexed for reference (“**Annexure B**”). The dedicated social media campaign included:

- A high-quality UAOA Explainer video: [Tackling Online Abuse in Sport with the FIA's United Against Online Abuse Campaign](#)
- 1 “Save the Date” announcement (1 August 2025)
- 12 LinkedIn posts (from the official UAOA [account](#)) covering speaker announcements, thematic sessions, and programme highlights
- Consistent Instagram content via the official FIA [account](#) (in the form of posts, multiple stories, and visual assets aligned with LinkedIn publication schedule)
- Systematic calls to action (registration via email), included in all pre-event posts

The campaign was primarily delivered via UAOA LinkedIn and FIA Instagram, ensuring coverage of both institutional stakeholders and wider public audiences. The progressive rollout of content enabled sustained engagement and contributed directly to stakeholder mobilisation. The Stockholm Conference constituted the first operational activation of the EU Forum, providing a high-visibility platform to present its objectives, structure, and expected impact through this dedicated campaign.

#### 3.2. Post-event communication activities

Following the event, communication activities transitioned into a sustained dissemination phase aimed at extending the reach and impact of the EU Forum. A **post-event press release** was published on the Fédération Internationale de l'Automobile website, which can be accessed [here](#), highlighting key outcomes, stakeholder participation, and strategic relevance. Additional institutional coverage was secured through the FIA Foundation, which can be consulted [here](#), further reinforcing credibility and expanding outreach.

To support dissemination, the following assets were produced and shared post-event:

- A shared photo repository enabling partners to reuse and amplify content, and
- A post-event recap video published on YouTube, available [here](#).

Post-event social media activity was maintained over a period of 10 weeks (9 September – 19 November 2025), ensuring continued visibility beyond the Conference itself. The full list of the communications content (social media, website etc.) has been annexed

chronologically for reference and can be consulted in **Annexure B** to this document. This phase included:

- 20+ LinkedIn posts (UAOA account) focusing on key takeaways, speaker insights, research outputs, and thematic highlights
- 15 Instagram content pieces (reels, carousels, short-form videos) published via FIA account (~3.1M followers)
- 4 additional amplification content through the FIA President's Instagram account (~180k followers)

The content evolved from live **event coverage to value-driven communication**, including research dissemination insights (UAOA Research Centre), policy engagement, and practical solutions related to online abuse in sport. This approach reinforced the positioning of the EU Forum as an ongoing, action-oriented EU initiative.

### 3.3. Support from external stakeholders

The visibility of the EU Forum was further extended through **organic amplification** by external stakeholders, including participating organisations and speakers. Notably, organisations such as Peace and Sport and the Association of IOC Recognised International Sports Federations, as well as individual stakeholders such as Valiant Richey of TikTok, published LinkedIn content and institutional updates referencing the Conference.

Some of the examples of such external stakeholders (non-exhaustive list) are listed below:

- [LinkedIn Post: Coalition for Change – Peace and Sport at the UAOA Conference in Stockholm](#)
- [LinkedIn Post: Nisien.ai Conference Recap](#)
- [LinkedIn Post: Valiant Richey \(TikTok\) Conference Recap](#)
- [LinkedIn Post: Fergal Browne \(TikTok\) Conference Recap](#)
- [ARISF Website Article: UAOA Conference 2025: Standing United Against Online Abuse](#)
- [IFSO Newsletter: Conference Recap](#)

The above demonstrates strong cross-sector engagement and confirms the effectiveness of the communication strategy in reaching beyond core channels.

### 3.4. Campaign Effectiveness and Impact Statistics

Below are some of the statistics from the [official LinkedIn page of UAOA](#).

*It should be noted here that UAOA does not maintain an official presence on other social media platforms, such as Instagram. This is due to a strategic decision to leverage the FIA's [official account](#) which has more than 3.1 million followers. Comprehensive data on performance - including statistics, impact and key performance indicators (KPIs) for UAOA-related posts published via this channel will be provided in [Deliverable 5.1 – Communications Materials](#).*

The campaign promoting the Stockholm Conference and the EU Forum (both pre- and post-event) achieved **48,502 organic impressions**, alongside **1,482 reactions**, **81 reposts**, and **32 comments**, indicating strong visibility and meaningful engagement.

Peaks in September and December suggest **sustained interest beyond the main event**, with content continuing to resonate and circulate within professional and sector-specific networks.

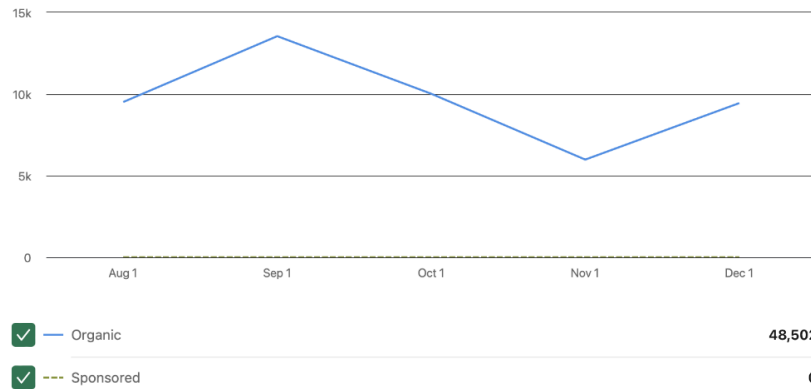
### Highlights

Data for 8/1/2025 - 12/31/2025

**0** Impressions      **1,482** Reactions      **32** Comments      **81** Reposts

### Metrics

Impressions ▾



UAOA recorded **337 new followers entirely through organic growth**, with no paid promotion, highlighting the strength of content and stakeholder-driven reach. A significant spike (+533%) around early September aligns with campaign activation, demonstrating that **high-impact moments and partnerships directly translated into audience expansion**.

Aug 1, 2025 - Dec 31, 2025 ▾

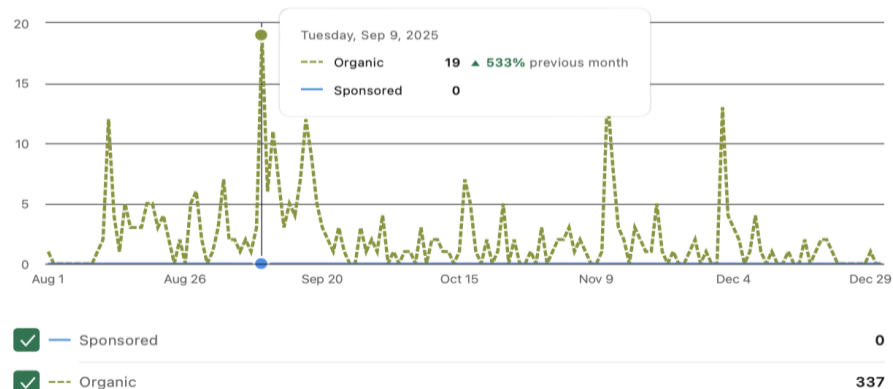
Export

### Follower highlights

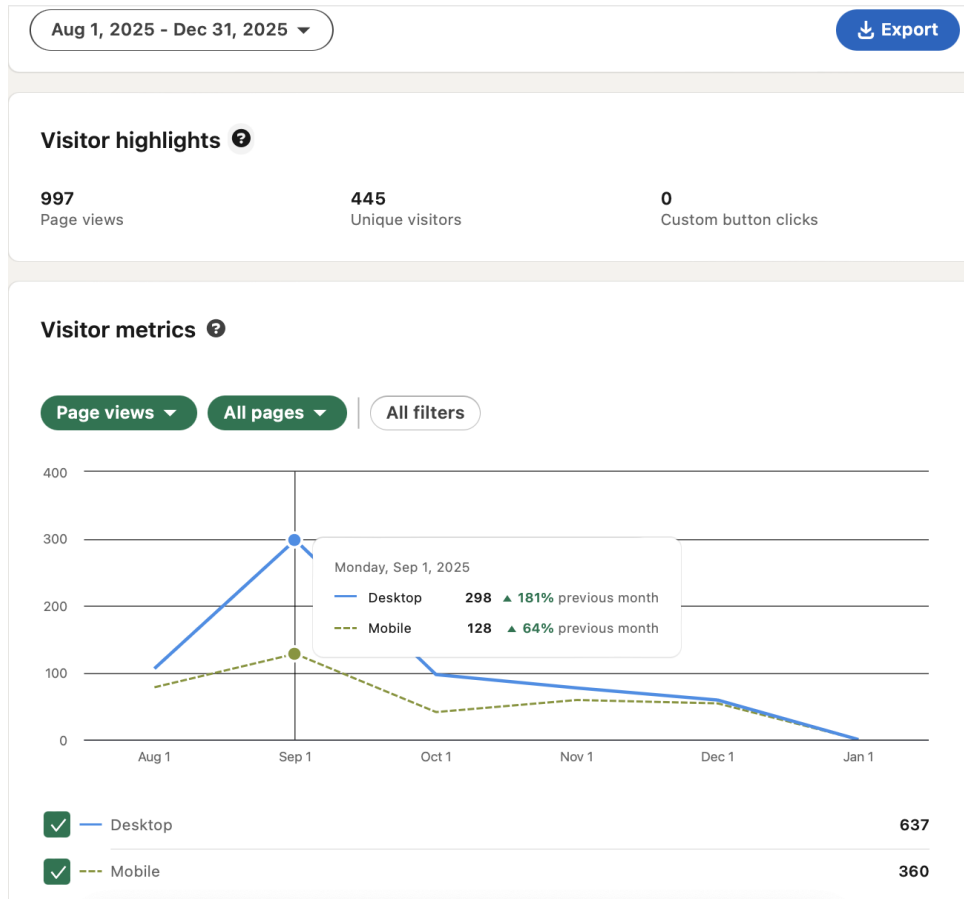
**797**  
Total followers

**337**  
New followers in the last 153 days

### Follower metrics



The campaign generated **997 page views** and **445 unique visitors**, with a clear peak in early September coinciding with the Stockholm Conference period. Desktop traffic dominated (637 vs 360 mobile), indicating **strong engagement from professional audiences accessing content in a work context**. The sharp spike (+181% desktop growth) reflects the effectiveness of event-driven visibility.



The LinkedIn growth during the campaign period (August–December 2025) reflects a **strong and globally distributed engagement footprint**, with new followers spanning Europe, North America, Africa, Asia, and Oceania. While the United Kingdom, Switzerland, France, and the United States emerged as leading hubs of engagement, the breadth of representation—from countries such as India, Kenya, Brazil, and Australia to smaller but diverse markets across Europe and beyond – demonstrates the **global resonance of UAOA’s mission**. A significant portion of “Other”, comprises followers with unidentified locations, likely influenced by VPN usage and privacy settings, further suggests engagement extending beyond the core regions. Overall, this growth highlights UAOA’s ability to **mobilise a cross-border, multi-sector audience**, reinforcing its position not only as a European initiative under Erasmus+, but as a **globally relevant platform driving awareness, dialogue, and action against online abuse in sport**.

No.	Country	Number of Followers
1.	United Kingdom	139

2.	Switzerland	48
3.	France	47
4.	United States	43
5.	Australia	20
6.	Ireland	19
7.	Sweden	14
8.	Canada	14
9.	Spain	13
10.	South Africa	11
11.	Belgium	9
12.	India	9
13.	Italy	9
14.	Kenya	8
15.	Germany	8
16.	Brazil	7
17.	Mexico	7
18.	Monaco	7
19.	Netherlands	5
20.	Hungary	5
21.	Türkiye	4
22.	North Macedonia	4
23.	Czechia	3
24.	Greece	3
25.	Nepal	3
26.	Colombia	3
27.	Chile	3
28.	Romania	3
29.	Portugal	3
30.	Tunisia	3
31.	Luxembourg	2

32.	Croatia	2
33.	Morocco	2
34.	Malaysia	2
35.	Mozambique	2
36.	New Zealand	2
37.	Uganda	2
38.	Poland	2
39.	Norway	2
40.	Lebanon	2
41.	Pakistan	2
42.	<i>Others</i>	303

Furthermore, an increase in media coverage was observed, reflecting the growing visibility and relevance of the initiative. Several international outlets reported on the event and its outcomes. Some of the key examples (of wider coverage) are listed below:

- [Business Wire Article: FIA President Mohammed Ben Sulayem Leads Fight Against Online Abuse, Bringing Global Leaders Together in Stockholm](#)
- [Al Bayan Article: Mohammed Ben Sulayem leads efforts to combat online abuse in sport](#)
- [Mid East Information Article: FIA President Mohammed Ben Sulayem Leads Fight Against Online Abuse, Bringing Global Leaders Together in Stockholm](#)

Most importantly, after the conference and promotion of the EU Forum, we have witnessed approximately 14 organisations express interest to join the UAOA Coalition (of which some have already joined and some are in the process of being onboarded) – including 2 national governments, 5 sport federations / organisations, and 3 technology organisations. This shows that the above impact is not restricted to quantitative metrics but actual conversion and strengthening of the UAOA Coalition.

#### **4. Post Launch Event activities and initiatives**

Following the Stockholm Conference, the activation of the EU Forum has been sustained through a series of connected activities and upcoming engagements, reflecting the continued momentum generated by the event. It was proposed during the Stockholm conference that a meeting of the EU Forum shall be held once a quarter, either virtually or in person, to facilitate the sharing of best practices and discuss high-level policy initiatives, in line with Erasmus+ programme. One of these quarterly meetings will take the form of an annual hybrid conference, ensuring continuity and strategic visibility of the Forum’s work over time. The Forum’s long-term financial sustainability will be supported through continued co-funding by the FIA.

Organizational adjustments, including recent transitions within the leadership structure of UAOA, temporarily affected the scheduling of full-group meetings. Nevertheless, the FIA/UAOA team ensured continuity of coordination through regular and structured engagement with stakeholders, in 1:1 and smaller group capacities alongside the delivery of activities across different scales. For example, a key partner, the Autosport Federation of Slovenia actively contributed to project dissemination and led discussions on the harms of online abuse at several high-profile events, including the ASN's Senior Officials' Annual Seminar.

The aforementioned discussions with the EU Forum members has led to the organisation of a UAOA Spring Meeting, organised by the FIA. This event will convene key stakeholders at a roundtable titled “*Strengthening the Policy Pipeline: Tackling Online Abuse in Sport*” to be held on 2 June 2026, in Paris. This event will further explore the trajectory from lived experiences of online abuse to the development and implementation of European policy, while fostering dialogue on the respective roles of stakeholders in building a safer digital environment and advancing coordinated action across Europe. The event expects to welcome several EU Forum members along with new Coalition adjacent-partners such as ARCOM (Autorité de régulation de la communication audio visuelle et numérique – the French independent regulatory authority for broadcasting and digital platforms), Sport and Citizenship (leading European Think Tank dedicated to the societal challenges of Sport) and the French National Olympic and Sports Committee (CNOSF).

Another follow up activity included organizing training for the core EU Forum members - the Erasmus+ Partner Clubs, provided by the Appeals Centre Europe (ACE); who are a certified dispute settlement body under the European Digital Services Act (DSA). UAOA collaborated with ACE to pilot its services within the four FIA Member Clubs as part of the ERASMUS+ Programme. The training was organized (and recorded for future use) by ACE to help partners understand available reporting mechanisms and how ACE helps coordinate with the relevant social media platforms to remove violating content. This collaboration facilitates the upskilling of the EU Forum members and leverages the designation regulation set in place i.e. the Digital Services Act. Moreover, this relationship and service provided helps remove barriers to entry, as many members cannot afford the use of private AI tools or similar third party services.

Another member of the UAOA Coalition, Dublin City University (DCU), is collaborating with UAOA to host a webinar series on the topics related to harms of online abuse during the latter half of 2026. Additionally, as part of collaboration activities, DCU offered 30 FIA Clubs the opportunity to join an EU COST Action application, results of which are awaited in Spring 2026.

Lastly, to support the ambition of global outreach and also as part of EU Forum outreach activities, UAOA hosted a panel discussing ‘Online Abuse in Sport’ at the Women with Drive Summit V in Indianapolis. Panel speakers included NHRA driver Erica Enders, Nvidia and Microsoft's Forza [see the [LinkedIn post here](#)].

More broadly, these follow-up initiatives, alongside future convenings such as the January 2027 UAOA Annual Global Conference, demonstrate the EU Forum's role as an ongoing platform for structured exchange, collaboration and policy-oriented engagement. They

contribute to reinforcing the strategic positioning of the UAOA coalition as a growing, evidence-based and action-oriented initiative, aligned with its core principles of “Stronger Together”.

This continued engagement is reflected in the increased interest in joining the UAOA Coalition observed during and following the Stockholm Conference 2025. The expansion of the Coalition, marked by the signature of the UAOA Charter by key actors, included the University of Notre Dame, Signify Group and the International Federation for Sport Officials during the Stockholm Conference. This highlights the added value of convening diverse stakeholders across sport, academia and technology. It also underscores the role of the EU Forum in facilitating knowledge sharing, fostering partnerships and driving collective responses to online abuse in sport.



At the same time, several of the attendees who were present in-person during the event, responded to the call to action by connecting their personal networks and encouraging them to join the UAOA movement. Some of these actions were reflected in new signatories to UAOA Charter in the form of the Paris Basketball Foundation, the Republic of South Africa and the Republic of Uzbekistan. This showcases the individual roles EU forum members personally adopt as ambassadors to the UAOA’s mission and the value brought by the collective movement in the form of the Stockholm Conference 2025.

## 5. Announcement and celebration of COAS Day (D6.2)

The Countering Online Abuse in Sport Day (**COAS Day**) is a flagship advocacy initiative. It is conceived as a coordinated, European-wide mobilisation to raise awareness, promote responsible online behaviour, and drive collective action against online abuse in sport – which was formally announced during the Erasmus+ Panel in the Stockholm Conference by Ms. Erin Bourke - Project Lead and Senior Advisor to the UAOA Campaign.



Rather than a standalone campaign, COAS Day operates as a **structured activation mechanism** combining communication, stakeholder engagement, and policy dialogue. Its objectives are to increase recognition of online abuse as a systemic issue, mobilise cross-sector stakeholders, encourage concrete actions (reporting, education, safeguarding), and promote European values of respect, inclusion, and integrity in sport.

COAS Day is closely linked to the EU Forum, acting as both a catalyst and a visible expression of its objectives. It serves as a central convening moment for stakeholders of the EU Forum across sport, policy, research, and industry, and translates dialogue into coordinated, cross-country action, for the UAOA Coalition members.

The delivery of COAS Day is being proposed to be a phased implementation model, combining on-site / offline activations with decentralised partner engagements, including online campaigns, and coordinated communication efforts. As of now, the COAS Day has been planned by the project coordinators during the Summer of 2026, tentatively to be initiated during the Barcelona (Spain) Grand Prix in June, followed by deployment of a promotional campaign. During this period the EU Forum members shall be supported with necessary materials and assistance required for organizing a coordinated campaign. Finally, during the Silverstone (UK) Grand Prix in July 2026, the main COAS Day campaign shall be delivered by the FIA, alongside the project partners as well as the Coalition members organizing their own online / offsite campaigns, with a common goal of raising awareness about the harms of online abuse in the world of sports.

In the longer term, the COAS Day is intended to become a recognised annual European, and hopefully global, observation across sport. The overall ambition is to expand participation across EU Member States, engage multiple sports beyond motorsport, and establish a recurring structure supported by evolving campaign formats and stakeholder engagement mechanisms.

Ultimately, COAS Day aims to move beyond awareness towards sustained behavioural change, contributing to safer and more inclusive digital environments across the European sport ecosystem, and positioning itself as a cornerstone initiative of the EU Forum. Further details shall be presented in the **Deliverable D6.2**, once the entire campaign is launched and implemented.

## 6. Call for action / Commitments for long term impact

- Strengthening Global Research Collaboration  
A strategic research partnership was established with the University of Notre Dame - an invitee to the Conference that later joined the EU Forum as part of the UAOA Coalition. This collaboration includes a large-scale regulatory landscape study and the continued development of the UAOA Barometer. The Barometer project also calls for broader stakeholder participation, as discussed at the Conference, and its sample size will be further strengthened through upcoming Forum activities and convenings.
- Expanding Access to Research and Academic Engagement  
Commitments were made to expand academic collaboration and bridge historic gaps between researchers and the sports industry (as demonstrated in early research led by Dublin City University). Through institutional endorsements and engagement with universities such as Leeds Beckett, the Forum is improving access to research and strengthening its relevance and application across both academia and sport. This work supports the long-term sustainability of key research themes beyond the Erasmus+ project lifecycle.
- Advancing Collaboration through Policy and Regulation  
Discussions highlighted how existing and emerging regulatory frameworks - particularly the Digital Services Act (DSA) - can be leveraged to address online abuse and strengthen collaboration with policy and governance actors. Alignment with project activities, including WP3 outputs such as the Critical Pathway Framework, Audit Principle, and Evaluation Toolkits, demonstrates progress in embedding policy-driven approaches across the broader framework.
- Scaling Educational Initiatives and Capacity Building  
A strong commitment was made to scale educational initiatives across the coalition, including the promotion and uptake of the FIA University Module and the UAOA FutureLearn course. Stakeholders also emphasised the need to strengthen training for officials, referees, and volunteers, with Erasmus+ partner organisations (through the presence of EU Forum members in the officials and referees training pools) committing to integrate project outputs into their capacity-building activities.



UNITED AGAINST ONLINE ABUSE  
COALITION TO STOP HATE SPEECH IN SPORT

Annexure - A

# 2025 Stockholm CONFERENCE AGENDA 9/9/2025



Grand Hotel, Stockholm,  
Sweden



Södra Blasieholmshämnar 8, P.O. Box 16424,  
SE 103 27, Stockholm, Sweden



Full-Day Event followed by a celebratory  
reception with drinks and canapés.

Registration: 08:00 - 09:00

Conference Programme: 09:00 - 16:00

Networking Reception: 16:00 - 18:00

8:00 AM -  
9:00 AM

Registration and Breakfast

Speakers and guests are kindly asked to report to the hotel's front-of-house staff for directions to the Stockholm Conference Suite.

9:00 AM -  
9:30 AM

Opening Remarks

- FIA Foundation Executive Director, **Saul Billingsley**
- ARISF President, **Dr. Raffaele Chiulli**
- Peace and Sport President and Founder, **Joël Bouzou OLY**
- Formula 1 President & CEO **Stefano Domenicali** (Video Message)
- FIA President, **Mohammed Ben Sulayem**

9:30 AM -  
10:00 AM

The Flood of Online Abuse

- FIA University, **Professor David Hassan**
- Notre Dame University, **Professor Nitesh Chawla**



**10:00 AM -  
10:45 AM**

**The Sports Ecosystem -  
Lived Experiences**

- IFSO President, **Gwenda Stevens**
- F1 Broadcaster, **Natalie Pinkham**
- FIA VP for Sport Europe and CEO of Svenska Bilspportförbundet, **Anna Nordkvist**
- NORDREF Swedish Digital Youth Ambassador, **Arvid Isaksson**

**10:45 AM -  
11:00 AM**

**Refreshment Break**

**11:00 AM -  
11:20 AM**

**Anti-Hate Measures  
with TikTok**

- TikTok Global Head of Outreach and Partnerships – Trust & Safety, **Val Richey**

**11:20 AM -  
11:40 AM**

**Tackling Online Abuse in  
Sport with Signify**

- Signify Co-Founder and CEO, **Jonathan Hirshler**

**11:40 AM -  
12:00 PM**

**UAOA ERASMUS + Programme**  
**Developing a Pan-EU  
Framework to Combat Online  
Abuse in Sport**

- ESBS Spain Academic Director, **Carmen Ruano**
- Clark Hill LLP Lawyer, **Aidan Eames**
- Autosport Federation of Slovenia, VP of V&O Council and UAOA National Coordinator, **Gabrijela Jerman**



12:00 PM -  
13:00 PM

Networking Lunch and Media Interviews

13:00 PM -  
13:45 PM

Legal Action and Threat Protection

- Arwen.AI CEO, **Matthew McGrory**
- Sport Radar, VP Risk and Investigations, **Adam Pennock**
- ATP Tour Safeguarding Director, **Andrew Azzopardi**

13:45 PM -  
14:15 PM

Support in the Game -  
The FA and Kick It Out

- The FA, Refereeing EDI Delivery Manager, **Raj Randhawa**
- Kick It Out, Fan Education and Engagement Manager, **Alan Bush**

14:15 PM -  
14:30 PM

Refreshment Break

14:30 PM -  
15:30 PM

Coalition Voices: A Guide to Safeguarding and Organisational Responses

- ISU President and Member of the International Olympic Committee, **Mr. Jae Youl KIM**
- Chair of the Governing Board of EPAS (Council of Europe) and Head of the International Department for European Affairs and International Cooperation, French Ministry of Sports, Youth and Community Life, **Solène Charuau**
- FIM Deputy CEO and Operations Director, **Damiano Zamana**
- OFCOM Principal, Online Safety Policy, **Kwamina Korsah**



15:30 PM -  
16:00 PM

UAOA in Action and  
Closing Remarks

- UAOA, Head of Programme,  
**Erin Bourke**

16:00 PM -  
18:00 PM

Evening Drinks and Canapés Reception



# 2025 Stockholm BIOGRAPHIES

## OPENING REMARKS



### MOHAMMED BEN SULAYEM



#### FIA PRESIDENT

Mohammed Ben Sulayem has been the President of the FIA since 2021, and founded the United Against Online Abuse Campaign in 2023.

He earned a Bachelor's Degree in Business from the American University in Washington DC and University of Ulster (UK) before an illustrious sporting career.

Mohammed is a fourteen-time FIA Middle East Rally Champion, winning 61 international events as a driver between 1983-2002. Named UAE Sportsman of the Century, he also received an honorary doctorate from the University of Ulster for services to sports and civic leadership.

He founded the Abu Dhabi Desert Challenge and the MENA Karting Championship Nations Cup and was a key figure in the formation and running of the inaugural Abu Dhabi Grand Prix in 2009.

The patron of a wide range of charities and ambassador for road safety in the UAE, he supports the education of young drivers and officials, training and research to promote motorsport safety, and is a UN Ambassador for Sustainable Tourism in the sport sector.

Prior to his Presidency, of which he is the first non-European to be elected, Mohammed Ben Sulayem was FIA Vice President for Sport and Member of the World Motor Sport Council, a Founding Member of ACTAC, Chair of ACTAC, and Vice President for Automobile Mobility and Tourism.



## OPENING REMARKS

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### **SAUL** **BILLINGSLEY**

EXECUTIVE DIRECTOR



Saul has led the Foundation since 2013, and was previously the charity's deputy director from 2004.

He has served on boards of organisations including the World Bank's Global Road Safety Facility, the steering committee of the UN Road Safety Fund, the International Road Assessment Programme (iRAP), the Global Road Safety Partnership (GRSP), Safe Kids Worldwide, and the UK Road Safety Foundation. Saul founded the Child Health Initiative, an informal partnership of UN agencies, NGOs and foundations raising child and youth rights on the global transport and urban policy agenda. As deputy director of the FIA Foundation he co-developed the Make Roads Safe campaign, which led the successful call for the first UN Decade of Action for Road Safety.

Prior to joining the FIA Foundation at launch in 2002, Saul was policy director at the FIA's Brussels Office, a campaigns manager for the RAC, and began his career as a political assistant for Labour members of parliament. He is a graduate of Newcastle and Cardiff universities.



## OPENING REMARKS

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### **DR. RAFFAELE CHIULLI**

**ARISF**

#### ARISF PRESIDENT

Raffaele Chiulli is Doctor of Sciences with honours from the University of Rome and had post graduate education at Duke University (U.S.A.), INSEAD (France) and IMD (Switzerland). He speaks English, French and Spanish; Italian is his mother tongue.

Established leader with a strong record of delivery in enterprise and sports administration, achieving strategic planning, business development and economic results. Demonstrated experience in commercial, contractual and financial areas, while building teams and developing broad coalitions of support around projects with tangible social benefits.

Proven ability in building relations, attracting investment and gaining support at the highest level with government authorities, sports institutions and multinational companies. Deep understanding and proven ability in multinational and multicultural environments. Highly value principled business ethics, entrepreneurship, motivation, perseverance and loyalty.



## OPENING REMARKS



### JOËL BOUZOU OLY



PRESIDENT AND FOUNDER  
PEACE AND SPORT

Joël BOUZOU OLY is the President and Founder of Peace and Sport, "L'Organisation pour la Paix par le Sport", President of the World Olympians Association and President of the French Pentathlon Federation.

He has competed in four Olympic Games (Moscow 1980, Los Angeles 1984, Seoul 1988, and Barcelona 1992), winning a bronze medal at the 1984 Games. In 1987, he became World Champion in Modern Pentathlon.

He is also a member of the IOC "Olympism 365" Commission and previously of the "Sport and Active Society" Commission.

A French national, Joël has been awarded the "Legion of Honour", the highest decoration in France, and the "National Order of Merit". He has also been decorated with the French medal 'Médaille d'Or de la Jeunesse et des Sports' ('Gold Medal for Youth and Sports').

Joël Bouzou is currently Advisor to H.S.H. Prince Albert II of Monaco, and Administrator of the A.S. Monaco Football Club.



**UNITED AGAINST ONLINE ABUSE**  
COALITION TO STOP HATE SPEECH IN SPORT

## THE FLOOD OF ONLINE ABUSE

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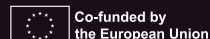
### **PROF. DAVID HASSAN**



#### PROFESSOR

Professor David Hassan has published 15 books and 180 other peer-reviewed publications during an academic career spanning more than two decades. A recipient of a Distinguished Research Fellowship, he is a Principal Fellow of the Higher Education Academy and a Fellow of the Academy of Social Sciences.

Professor Hassan has been appointed as a Visiting Professor at some of the world's leading sports Universities, including Loughborough University (UK) and Griffith University (Australia), and has been an invited speaker at many international conferences and industry conventions on a range of topics, including online abuse in sport.





## THE FLOOD OF ONLINE ABUSE



### **PROF. NITESH CHAWLA**



#### PROFESSOR

Nitesh Chawla is the Frank M. Freimann Professor of Computer Science and Engineering, Founding Director of the Lucy Family Institute for Data and Society, and the Inaugural Director of the Data, AI and Computing Strategic Initiative at the University of Notre Dame. He also holds concurrent faculty appointments in the Mendoza College of Business and the College of Science at Notre Dame.

A globally recognized leader in artificial intelligence and data science, his contributions to the field have earned him the rare distinction of being a Fellow of ACM, AAAI, AAAS, and IEEE—an honor shared by only a select few scholars and practitioners worldwide. Dr. Chawla's honors include National Academy of Engineers New Faculty Fellowship, IEEE CIS Outstanding Early Career Award, Rodney F. Ganey Community Impact Award, IBM Watson Faculty Award, IBM Big Data and Analytics Award, and the 1st Source Bank Technology Commercialization Award. Beyond academia, he is an accomplished entrepreneur, founding multiple successful start-ups, including a data science and cloud computing company Aunalytics. Dr. Chawla's expertise and leadership have positioned him at the forefront of AI and data science, making him a sought-after speaker and advisor to industry and academia alike.



## THE SPORTS ECOSYSTEM - LIVED EXPERIENCES



### **GWENDA STEVENS**

#### **IFSO PRESIDENT**



With decades of experience in the sports world, Gwenda Stevens is a dedicated figure in both national and international sports communities. Since 2017, she has served as a Board Member of the Belgian Olympic and Interfederal Committee (BOIC), joining its Executive Board in 2021.

She leads the Officials Commission and actively contributes to various committees, including Gender Equity and Remuneration, with a strong focus on promoting women in sports and supporting the recognition of officials (referees, umpires).

On the international stage, Gwenda has taken on the prominent role of President of the International Federation for Sports Officials (IFSO) since 2025 and is a recognized umpire for the International Rowing Federation (World Rowing). As an Olympic umpire during the 2024 Games, she brought her expertise to the highest level of the sport.

At the Coupe de la Jeunesse (CDLJ), Gwenda has served as Secretary General since 2019, playing a vital role in fostering the development of young rowers. In Belgium, she has driven the rowing sport to new levels as the President of the Royal Belgian Rowing Federation (KBR-FR-BA) since 2013 until 2025, now as vice-president and as a Board Member and vice-president of the Flemish Rowing League (VRL).

With a rich career as a competitive rower (1978–1989) and over 20 years of experience as a national and international umpire, Gwenda remains actively engaged with her home club, the Royal Rowing Association Sport Gent (KRSG), where she has served as Vice President since 2005. Additionally, she has been a Board Member of the KRSG support association since 2012.

Gwenda Stevens combines leadership, a passion for sports, and unwavering dedication to equality and fair play. Her commitment makes her an indispensable force in both national and international sports governance.



## THE SPORTS ECOSYSTEM - LIVED EXPERIENCES



### **ANNA** **NORDKVIST**



CEO SWEDISH MOTORSPORT COMPANYS  
& FIA VICE PRESIDENT FOR SPORT EUROPE

Anna Nordkvist is a senior executive in both Swedish and international motorsport. She currently serves as Chief Executive Officer of the commercial entities within the Swedish Automobile Sports Federation, with responsibility for major events such as Rally Sweden and the Royal Rally of Scandinavia.

Since 2022, she has also held the position of Vice President for FIA Sport – Europe, where she plays a key role in shaping the strategic direction of motorsport development across the region. In both capacities, she works to advance the sport through strong leadership in governance, commercial growth, and sustainability.



## THE SPORTS ECOSYSTEM - LIVED EXPERIENCES



### ARVID ISAKSSON

#### DIGITAL YOUTH AMBASSADOR

Arvid Isaksson is a 25-year-old Swedish media and communications specialist with a background in content production, digital storytelling, and sound design. He holds a degree in Media and Communication Science from Jönköping University and a diploma in Audio Engineering from JMC Academy in Melbourne. His international experience spans Sweden, Australia, and the U.S., including a semester at Penn State focusing on digital and political communication.

Arvid has worked across various roles — from coordinating external communications for public events like the SETT education fair, to managing social media and website content for nonprofit organizations. He is skilled in video and audio editing, CMS systems and collaborative content creation.

Thoughtful and creative, Arvid thrives in interdisciplinary teams and enjoys using media to engage, inform, and inspire. He brings both technical expertise and emotional intelligence to the role of Sweden's Digital Youth Ambassador, with a focus on accessibility and participation.





## ANTI-HATE MEASURES WITH TIKTOK



### VALIANT RICHEY



#### GLOBAL HEAD OF OUTREACH & PARTNERSHIPS FOR SAFETY

Valiant Richey is Global Head of Outreach and Partnerships at TikTok. He leads engagement with civil society organizations and academics, and ensures that TikTok's safety policies, enforcement measures, and features are informed by the insights of external experts. Prior to TikTok, Val spent five years at the Organization for Security and Cooperation in Europe as Special Representative for Combating Trafficking in Human Beings.

Previously, he served for thirteen years as a prosecutor in the United States handling sexual assault, child exploitation and human trafficking cases. He holds a Bachelor of Arts and Master of Arts in political science from Boston University and a Juris Doctor from the University of Washington.



**UNITED AGAINST ONLINE ABUSE**  
COALITION TO STOP HATE SPEECH IN SPORT

## TACKLING ONLINE ABUSE IN SPORT WITH SIGNIFY



### **JONATHAN HIRSHLER**

CO-FOUNDER AND CEO

Jonathan is CEO of ethical data science company, Signify Group. Since 2019, Jonathan has led the development and roll out of Signify's specialist AI-driven proactive threat detection and protection service - Threat Matrix - an innovative initiative to protect players, athletes and high profile individuals from the poison of online abuse.

Working with international federations, national leagues, player unions, clubs, law enforcement and directly with athletes, Threat Matrix has delivered a step-change in the way online abuse is tackled, creating real world action, effective deterrents and taking the onus away from the victim to take action.





**UNITED AGAINST ONLINE ABUSE**  
COALITION TO STOP HATE SPEECH IN SPORT

## UAOA ERASMUS+ PROGRAMME DEVELOPING A PAN-EU FRAMEWORK TO COMBAT ONLINE ABUSE IN SPORT

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### **CARMEN RUANO**

**ESBS** European Sport  
Business School

#### ACADEMIC DIRECTOR

Former Gymnast, PhD in Sport Sciences and specialist in academic and sport management. Currently Academic Director at ACE Education Spain, a group of higher Education schools that help the future leaders to turn their passion into their profession.

I have an extensive experience in higher education with international students, leading innovative programs in collaboration with renowned organizations such as FIA, GSIC, Valencia CF, Atlético de Madrid, or the World Football Summit, among others.

Personally dedicated to the enhancement of women in sport, both in performance and management.

I am convinced that education is the cornerstone for the professionalization of sport, she is committed to bridging academia and the global sport industry to foster the next generation of leaders.



**UNITED AGAINST ONLINE ABUSE**  
COALITION TO STOP HATE SPEECH IN SPORT

## UAOA ERASMUS+ PROGRAMME DEVELOPING A PAN-EU FRAMEWORK TO COMBAT ONLINE ABUSE IN SPORT

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### AIDAN EAMES

LAWYER

Aidan Eames advises clients on sports industry and data privacy issues and regulatory matters in the EU and internationally. He is an experienced advisor on sports and environmental matters and in regulatory, financial, governance, energy and contract disputes and planning.

Based in Dublin, he has worked in many EU countries and the United Kingdom and on various national and international pro bono boards both as member and as Chairperson. He has worked as a government-appointed director for state energy utilities and on banking and finance boards. He has published articles on the EU Digital Services Act and on Safeguarding and on Online Abuse in Sports.





**UNITED AGAINST ONLINE ABUSE**  
COALITION TO STOP HATE SPEECH IN SPORT

## **UAOA ERASMUS+ PROGRAMME** **DEVELOPING A PAN-EU FRAMEWORK TO** **COMBAT ONLINE ABUSE IN SPORT**

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### **GABRIJELA** **JERMAN**



**VICE PRESIDENT OF VOLUNTEERS & OFFICIALS'  
COUNCIL AND UAOA NATIONAL COORDINATOR**

Gabrijela Jerman is a professor of English language and literature with more than twenty years' experience in education, teaching and working with teenagers as well as special needs children and young adults.

She has actively been involved in motorsport since 2000 as an organiser of events, trainer and educator as well as competitors' relations officer and stewards secretary covering events across the globe.

Connecting education and motorsport, she has participated in numerous FIA training programmes, seminars and conferences covering various fields from safety and mobility to education and training of young marshals, officials, and organisers.





## LEGAL ACTION AND THREAT PROTECTION

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### **MATTHEW MCGRORY**

**arwen**

CEO AND CO-FOUNDER

Matthew McGrory is the CEO and co-founder of Arwen AI Limited.

Arwen is on a mission to help enterprise brands revolutionise their social conversations. Arwen uses market-leading AI to put you in control of your social media paid and organic comments: automatically removing spam and toxic comments, detecting and managing negative comments, and spotting the opportunities to amplify the positive.

Matt's previous experiences include roles such as a CIO, Technology Sales Director and Data Centre Engineer; amassing experience during his time at Premiership Football Club Fulham FC, Brands Hatch motor racing circuit, Global IT Outsourcer – Logicalis, and as Managing Director of Carrenza, a Cloud Service Provider acquired by Six Degrees Group in 2016.

Matthew values work-life balance. He is a keen pianist, singer and guitar player and loves sports of any kind still playing an active role as a rugby player for his local team.



**UNITED AGAINST ONLINE ABUSE**  
COALITION TO STOP HATE SPEECH IN SPORT

## LEGAL ACTION AND THREAT PROTECTION

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### **ADAM PENNOCK**

**sportradar**

**VICE PRESIDENT, RISK & INVESTIGATIONS**

Adam Pennock is the Vice President of Risk & Investigations at Sportradar, where he leads a global team dedicated to protecting sports integrity through advanced intelligence and investigative solutions.

With over 16 years of experience in intelligence across the public and private sectors, Adam has been instrumental in developing technology and human-led initiatives to safeguard athletes and organisations.

He played a leading role in creating Safe Sport, an innovative service developed by Sportradar and Arwen to combat online abuse through AI-powered moderation, education, and investigative support. Before joining Sportradar, Adam worked in counter-terrorism at the UK Ministry of Defence and held senior leadership roles at Mitie Security. He holds a Master's in Intelligence and Security from the University of Leicester.



## LEGAL ACTION AND THREAT PROTECTION

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### **ANDREW AZZOPARDI**



#### **DIRECTOR OF SAFEGUARDING**

Andrew is a safeguarding leader with over 20 years of experience in protecting children and vulnerable adults across sporting, NGO, religious, and international contexts. He holds a degree in Social Work from the University of Malta and a Master's in International Politics and Human Rights from City University, London.

Andrew has held key leadership roles, including Safeguarding Team Manager at the English Football Association, Coordinator of the Vatican Safeguarding Task Force, and Global Ombuds for SOS Children's Villages. He specialises in safeguarding investigations, policy development, training and abuse prevention strategies.

He currently serves as Director of Safeguarding at the ATP Tour, the Chair of the MFA Safeguarding Board and is a Senior Associate with the Proteknon Foundation, contributing to global efforts to strengthen safeguarding systems and cultures.



**UNITED AGAINST ONLINE ABUSE**  
COALITION TO STOP HATE SPEECH IN SPORT

## SUPPORT IN THE GAME THE FA AND KICK IT OUT



### RAJ RANDHAWA



#### REFEREEING EDI DELIVERY MANAGER

Raj Randhawa is the Refereeing EDI Delivery Manager at The Football Association (The FA). Raj founded The FA Reflective and Representative (R&R) campaign, which was developed to make a significant commitment to diversify the refereeing pathway over the next three years, specifically targeting Black, Asian and Mixed Heritage populations. It was launched in July 2023 in line with the FA's wider refereeing strategy titled 'To Grow, Guide and Govern'.

Raj through The R&R campaign developed a partnership with Kick It Out to deliver education to the referee workforce, providing the opportunity to broaden understanding of different values, cultures, and forms of discrimination. Subsequently, by providing education and developing allyship, this starts to create an environment where the referees being recruited from Black, Asian and Mixed Heritage populations can be their true authentic selves. Working alongside Alan Bush, the R&R campaign has even provided targeted 'Repair and Reintegration' education to the referee workforce who have been found guilty of discrimination.

Raj also serves on the Executive Board and the Interim Chief Strategy Officer at Notts County Foundation as well as Director at the National Education Diversity Awards. Raj's career is dedicated to drive social change, which is evident in his work, finalist at The National Diversity Awards in 2024 and endorsement by HRH The Prince of Wales.



**UNITED AGAINST ONLINE ABUSE**  
COALITION TO STOP HATE SPEECH IN SPORT

## SUPPORT IN THE GAME THE FA AND KICK IT OUT

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### ALAN BUSH



#### FAN EDUCATION AND ENGAGEMENT MANAGER

Alan Bush is Kick it Out's Fan Education Manager, he has worked for Football's Equality, Diversity and Inclusion organisation for nearly six years. Alan has a background in working across numerous London Boroughs as an Anti-Social Behaviour Officer, which he did for ten years prior to joining Kick It Out, and studied at The Tizard Centre, University of Kent in Canterbury where he achieved a Distinction for a Diploma in Applied Psychology of Learning Disability (Challenging Behaviour).

Alan is trained in Restorative Justice techniques/approaches to work on cases that are considered Sensitive and Complex - this includes Hate Crimes. He delivers face-to-face educational interventions, using reflective practice and approaches, which he has developed from restorative justice techniques, to educate over 400 football fans/offenders, academy players, club staff, referees etc.



## COALITION VOICES: A GUIDE TO SAFEGUARDING AND ORGANISATIONAL RESPONSES



### MR. JAE YOUL KIM



PRESIDENT OF THE INTERNATIONAL SKATING UNION  
AND MEMBER OF THE INTERNATIONAL OLYMPIC  
COMMITTEE

Jae Youl Kim was elected the 12th President of the International Skating Union (ISU) in June 2022, running on a platform of openness, innovation, and collaboration. Upon taking office, he launched ISU Vision 2030, a strategic framework designed to modernize and elevate ISU sports to attract new generations of skaters and fans while safeguarding athletes' welfare and the ISU's rich heritage. He previously served on the ISU Council (2016-2022) and as President of the Korea Skating Union (2011-2016).

In 2023, Kim was elected a Member of the International Olympic Committee (IOC) at the 141st IOC Session. He has been an active supporter of the Olympic Movement for many years, taking part in the successful bid to host the Olympic Winter Games 2018, and later serving as EVP of the PyeongChang 2018 Organizing Committee. For his contributions, he received the Olympic Order from the IOC. He has served on several IOC commissions, including the Olympic Program Commission and Coordination Commission for the XXIV Olympic Winter Games Beijing 2022. Currently, he is a member of the Coordination Commission for the XXV Olympic Winter Games Milano Cortina 2026, Digital Engagement and Marketing Communications Commission, and Safe Sport Regional Hub Initiative – International Safe Sport Steering Committee.

In addition to his roles in sports administration, Kim has 25 years of marketing and business development experience at multinational corporations. He is currently President of Global Strategy Group, Samsung's internal strategy unit.

Kim lives in Seoul, Korea with his wife and four children.



# COALITION VOICES: A GUIDE TO SAFEGUARDING AND ORGANISATIONAL RESPONSES



## SOLÈNE CHARUAU



### CHAIR OF THE GOVERNING BOARD OF THE EPAS OF THE COUNCIL OF EUROPE

Solène Charuau is a senior official at the French Ministry of Sports, Youth and Community Life, where she leads the International Department. With over 20 years of experience in European affairs and public policy in the fields of sport and youth, she plays a central role in France's international co-operation strategy in sport. She coordinated the European and international roadmap of the Ministry for the Paris 2024 Olympic and Paralympic Games and led key initiatives during the French Presidency of the Council of the EU in 2022.

Solène currently serves as Chair of the Bureau of the Council of Europe's Enlarged Partial Agreement on Sport (EPAS) and also chairs the EPAS Working Group on European Sports Charter (ESC) monitoring visits. She has contributed directly to ESC monitoring missions in Portugal and Morocco and regularly represents France in multilateral negotiations.

In addition to her extensive institutional experience, Solène is a frequent speaker at high-level international conferences on sport policy, youth cooperation, and European governance. She holds a Master's degree in European Project Management and a Political Science degree from Sciences Po Grenoble, and is fluent in French and highly proficient in English.



**UNITED AGAINST ONLINE ABUSE**  
COALITION TO STOP HATE SPEECH IN SPORT

## COALITION VOICES: A GUIDE TO SAFEGUARDING AND ORGANISATIONAL RESPONSES

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### **DAMIANO ZAMANA**



#### DEPUTY CEO AND OPERATIONS DIRECTOR

An avid motorcyclist Damiano is a member of the FIM's Board of Directors and the Executive Board. Responsible for the daily management of operations, he develops strategic activities to engage with a global audience in support of more than 120 national motorcycle federations. As part of his role he oversees the management of worldwide activities on motorcycle mobility and advocacy, tourism, sustainability and inclusion while spearheading widespread initiatives on events, education, knowledge sharing and digitalisation.

Prior to joining the FIM, apart from volunteering for the motorcycles' world, he was coordinating education programmes for international joint defence organisations and was supervising Civil Affairs Operations for national joint defence organisations.



# COALITION VOICES: A GUIDE TO SAFEGUARDING AND ORGANISATIONAL RESPONSES

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## **KWAMINA KORSAH**



### PRINCIPAL, ONLINE SAFETY POLICY

Kwamina is a Principal in the Online Safety policy team at Ofcom, the UK's communications regulator, which is responsible for implementing the UK's Online Safety Act. He is responsible for online user experience policy, which includes leading and delivering Ofcom's regulatory approach to giving users more choice and control over the content they see online.

Before joining Ofcom last year, Kwamina spent nine years working in the UK Civil Service. He worked in four central government departments, including the Department for Science, Innovation and Technology, where he led one of the policy teams that was responsible for getting the Online Safety Act passed into UK law.



## UAOA IN ACTION



### ERIN BOURKE



#### LEADER OF UNITED AGAINST ONLINE ABUSE (UAOA)

Erin Bourke is a leading voice in digital safety and inclusion in sport, currently serving as Leader of the FIA's award-winning United Against Online Abuse in Sport (UAOA) initiative. At the FIA, she oversees strategic partnerships, advocacy efforts and educational programmes aimed at combating online harassment worldwide. With a background in international relations, consultancy and financial services, Erin brings a multidisciplinary approach to programme design and policy development.

Since joining the FIA in 2023, she has established and scaled the UAOA campaign, evolving it into a cohesive, global, cross-sector coalition – uniting over 70 partners, including social media platforms, sports federations, tech giants, and academic institutions.

Erin has co-authored influential publications on online abuse and hate speech, co-produced the first open-access Online Abuse Educational Module, and secured several multi-year grant partnerships with the European Commission and the FIA Foundation. A graduate of the United Nations Future Leaders Programme, she holds a First-Class Honours degree in Political Science from the University of Exeter, specialising in Social Media Platforms and User Psychology.

As a spokesperson for the FIA, she has represented the organisation at global forums such as UNESCO, Peace and Sport, the IESF Esports Summit and DirtFish Rally America. Passionate about empowering users, Erin has led the development of digital literacy workshops for grassroots athletes and facilitated athlete briefings to inform 360-degree safeguarding models. Her work is actively shaping the regulatory and cultural response to digital abuse in sport, making her a trusted and impactful leader driving lasting change.



## ALEXANDRA PASCALIDOU

Alexandra Pascalidou is an award-winning journalist, author, and television presenter with over 30 years of experience in media in both Sweden and Greece. She has hosted major broadcasts for Swedish National Television (SVT), including the Olympic Games in Athens 2004 and the Eurovision Song Contest, and is a former Chair of UN Women Sweden as well as a Goodwill Ambassador for Kvinna till Kvinna.

Pascalidou has lectured internationally on hate and threats against journalists and has written extensively on the subject across television, radio, and print. Drawing on her decades of experience as a public voice for democracy, equality, and human rights, she continues to moderate high-level conferences and dialogues around the world.



# UNITED AGAINST ONLINE ABUSE

COALITION TO STOP HATE SPEECH IN SPORT

[UNITEDAGAINSTONLINEABUSE.COM](https://UNITEDAGAINSTONLINEABUSE.COM)



FIA FOUNDATION



Co-funded by the European Union



Clark Hill



REPUBLICA SLOVENIJA



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## Annexure B – Communication Content

Annual Global Conference of United Against Online Abuse Coalition  
Stockholm, 9th September 2025

Date	Communication channel + topic	Weblink
11.08.2025	UAOA Website: Save the Date	<a href="https://unitedagainstonlineabuse.com/fia-to-bring-global-leaders-together-in-stockholm-to-tackle-online-abuse-in-sport/">https://unitedagainstonlineabuse.com/fia-to-bring-global-leaders-together-in-stockholm-to-tackle-online-abuse-in-sport/</a>
	UAOA LinkedIn: Save the Date	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-onlineabuse-sportintegrity-activity-7360715043774033920-qFwB">https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-onlineabuse-sportintegrity-activity-7360715043774033920-qFwB</a>
	FIA Instagram : Save the Date post	<a href="https://www.instagram.com/p/DNQNrk6iDjk/">https://www.instagram.com/p/DNQNrk6iDjk/</a>
13.08.2025	UAOA LinkedIn: Speaker Announcement	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoaconference2025-uaoa2025-onlineabuse-activity-7361395059428081665-TiwA">https://www.linkedin.com/posts/united-against-online-abuse_uaoaconference2025-uaoa2025-onlineabuse-activity-7361395059428081665-TiwA</a>
	FIA Instagram : Speaker Announcement story	N/A
15.08.2025	UAOA LinkedIn: Seminar Spotlight	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoaconference2025-uaoa2025-onlineabuse-activity-7362116824798269440-wgTc">https://www.linkedin.com/posts/united-against-online-abuse_uaoaconference2025-uaoa2025-onlineabuse-activity-7362116824798269440-wgTc</a>
	FIA Instagram : Seminar Spotlight story	N/A
18.08.2025	UAOA LinkedIn: Panel Promotion	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-safesport-digitaldefence-activity-7363219234706915328-ciV-">https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-safesport-digitaldefence-activity-7363219234706915328-ciV-</a>
	FIA Instagram : Panel Promotion story	N/A
21.08.2025	UAOA LinkedIn: Speaker Announcement	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-onlineabuse-sportintegrity-activity-7364278090073612288-taz_">https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-onlineabuse-sportintegrity-activity-7364278090073612288-taz_</a>
	FIA Instagram : Speaker Announcement story	N/A
26.08.2025	UAOA LinkedIn: Panel Promotion	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-uaoa-safeguardingsport-activity-7366157263868231681-zNOD">https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-uaoa-safeguardingsport-activity-7366157263868231681-zNOD</a>
	FIA Instagram : Panel Promotion story	N/A
28.08.2025	UAOA LinkedIn: Panel Promotion	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-uaoa-globalsport-activity-7366847014740963332-Zjn_">https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-uaoa-globalsport-activity-7366847014740963332-Zjn_</a>
29.08.2025	UAOA LinkedIn: Panel Promotion	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-uaoa-safesport-activity-7367201911206334464-Jcjb">https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-uaoa-safesport-activity-7367201911206334464-Jcjb</a>
01.09.2025	UAOA LinkedIn: Speaker Announcement	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoaconference-uaoa2025-onlineabuse-activity-7368308975026577408-S59U">https://www.linkedin.com/posts/united-against-online-abuse_uaoaconference-uaoa2025-onlineabuse-activity-7368308975026577408-S59U</a>

<b>04.09.2025</b>	UAOA LinkedIn: Speaker Announcement	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-onlineabuse-peaceandsport-activity-7369353578676768768-NRAZ">https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-onlineabuse-peaceandsport-activity-7369353578676768768-NRAZ</a>
	FIA Instagram : Speaker Announcement story	N/A
<b>05.09.2025</b>	UAOA LinkedIn: Speaker Announcement	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa-fia-strongertogether-activity-7369750146244321280-UUuZ">https://www.linkedin.com/posts/united-against-online-abuse_uaoa-fia-strongertogether-activity-7369750146244321280-UUuZ</a>
<b>06.09.2025</b>	UAOA LinkedIn: Speaker Announcement	<a href="https://www.linkedin.com/posts/united-against-online-abuse_online-abuse-doesnt-just-affect-athletes-activity-7370163494039482368-H6f8">https://www.linkedin.com/posts/united-against-online-abuse_online-abuse-doesnt-just-affect-athletes-activity-7370163494039482368-H6f8</a>
<b>07.09.2025</b>	UAOA LinkedIn: Speaker Announcement	<a href="https://www.linkedin.com/posts/united-against-online-abuse_we-are-looking-forward-to-welcoming-award-activity-7370357666151440384-OM5B">https://www.linkedin.com/posts/united-against-online-abuse_we-are-looking-forward-to-welcoming-award-activity-7370357666151440384-OM5B</a>
<b>09.09.2025</b>	UAOA LinkedIn: Event Launch	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa-2025-activity-7371115296763387905-8CGR">https://www.linkedin.com/posts/united-against-online-abuse_uaoa-2025-activity-7371115296763387905-8CGR</a>
	FIA Instagram: Event Launch (in collaboration with FIA President's account)	<a href="https://www.instagram.com/p/DOYHlpHjRGo/">https://www.instagram.com/p/DOYHlpHjRGo/</a>
	UAOA LinkedIn: Charter Signing	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa-signify-activity-7371197741819011072-KHXL?utm_source=share&amp;utm_medium=member_desktop&amp;rcm=ACoAAFrFV2AB_TQBGzW4GUw3a0tCtedssBo3-Fk">https://www.linkedin.com/posts/united-against-online-abuse_uaoa-signify-activity-7371197741819011072-KHXL?utm_source=share&amp;utm_medium=member_desktop&amp;rcm=ACoAAFrFV2AB_TQBGzW4GUw3a0tCtedssBo3-Fk</a>
	UAOA LinkedIn: Speaker Insight	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa-signify-activity-7371197741819011072-KHX">https://www.linkedin.com/posts/united-against-online-abuse_uaoa-signify-activity-7371197741819011072-KHX</a>
	FIA Instagram : Speaker Insight	<a href="https://www.instagram.com/reel/DOY3fBljT83">https://www.instagram.com/reel/DOY3fBljT83</a>
	FIA Instagram : Speaker Insight	<a href="https://www.instagram.com/reel/DOZMLGDDTzJ/">https://www.instagram.com/reel/DOZMLGDDTzJ/</a>
	FIA Instagram : Event Wrap-up (in collaboration with FIA President's account)	<a href="https://www.instagram.com/p/DOZPTCRjQ1F">https://www.instagram.com/p/DOZPTCRjQ1F</a>
<b>10.09.2025</b>	FIA Instagram : Speaker Insight	<a href="https://www.instagram.com/reel/DObKCfhCMi2/">https://www.instagram.com/reel/DObKCfhCMi2/</a>
	UAOA LinkedIn: Speaker Insight	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-stoponlineabuse-strongertogether-activity-7371551305993113600-3yVF">https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-stoponlineabuse-strongertogether-activity-7371551305993113600-3yVF</a>
<b>12.09.2025</b>	FIA President Instagram: Leadership Statement	<a href="https://www.instagram.com/reel/DOgW_BCgoTs">https://www.instagram.com/reel/DOgW_BCgoTs</a>
	FIA President Instagram: Leadership Statement	<a href="https://www.instagram.com/p/DOgsca7gsh8/">https://www.instagram.com/p/DOgsca7gsh8/</a>
<b>15.09.2025</b>	FIA Instagram : Event Recap	<a href="https://www.instagram.com/p/DOoKGEcCJ_G/">https://www.instagram.com/p/DOoKGEcCJ_G/</a>
	UAOA LinkedIn: Event Recap	<a href="https://www.linkedin.com/posts/united-against-online-abuse_united-against-online-abuse-conference-activity-7373370487013486593-_AGg">https://www.linkedin.com/posts/united-against-online-abuse_united-against-online-abuse-conference-activity-7373370487013486593-_AGg</a>
	FIA President Instagram: Event Recap	<a href="https://www.instagram.com/reel/DOnrLeMgkGg/">https://www.instagram.com/reel/DOnrLeMgkGg/</a>
<b>16.09.2025</b>	UAOA LinkedIn: Highlights Video promotion	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa-strongertogether-evidenced-activity-7373722143706083328--8Sg">https://www.linkedin.com/posts/united-against-online-abuse_uaoa-strongertogether-evidenced-activity-7373722143706083328--8Sg</a>

<b>17.09.2025</b>	UAOA LinkedIn: Thank You Post	<a href="https://www.linkedin.com/posts/united-against-online-abuse_united-against-online-abuse-conference-activity-7374099186369241088-sTCW">https://www.linkedin.com/posts/united-against-online-abuse_united-against-online-abuse-conference-activity-7374099186369241088-sTCW</a>
	FIA Instagram : Thank You Post	<a href="https://www.instagram.com/p/DOtVRGhje-i">https://www.instagram.com/p/DOtVRGhje-i</a>
<b>18.09.2025</b>	UAOA LinkedIn: Key Insight	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-strongertogether-activity-7374805334122602497-gCOT">https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-strongertogether-activity-7374805334122602497-gCOT</a>
<b>19.09.2025</b>	FIA Instagram : Key Insight	<a href="https://www.instagram.com/reel/DOyVyr-iFgr">https://www.instagram.com/reel/DOyVyr-iFgr</a>
<b>22.09.2025</b>	UAOA LinkedIn : Speaker Reaction	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-strongertogether-activity-7376264679737815040-ThaY">https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-strongertogether-activity-7376264679737815040-ThaY</a>
<b>23.09.2025</b>	FIA Instagram : Speaker Reaction	<a href="https://www.instagram.com/reel/DO8qL4oiEGP">https://www.instagram.com/reel/DO8qL4oiEGP</a>
<b>2.10.2025</b>	UAOA LinkedIn: Key Insight	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-peaceandsport-education-activity-7379547323162439680--vkk">https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-peaceandsport-education-activity-7379547323162439680--vkk</a>
	FIA Instagram : Key Insight	<a href="https://www.instagram.com/p/DPUCBFWCMwo">https://www.instagram.com/p/DPUCBFWCMwo</a>
<b>03.10.2025</b>	UAOA LinkedIn : Speaker Reaction	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-strongertogether-activity-7379872275996499968-u60y">https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-strongertogether-activity-7379872275996499968-u60y</a>
	FIA Instagram : Speaker Reaction	<a href="https://www.instagram.com/reel/DPWWkhPCNht/">https://www.instagram.com/reel/DPWWkhPCNht/</a>
<b>8.10.2025</b>	UAOA LinkedIn: Key Insight	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-tiktok-socialmedia-activity-7381708024089915392-zbCs">https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-tiktok-socialmedia-activity-7381708024089915392-zbCs</a>
	FIA Instagram : Key Insight	<a href="https://www.instagram.com/p/DPjYblZDlyt/">https://www.instagram.com/p/DPjYblZDlyt/</a>
<b>13.10.2025</b>	UAOA LinkedIn: Key Insight	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa-fia-safesport-activity-7383516894370213889-KexE">https://www.linkedin.com/posts/united-against-online-abuse_uaoa-fia-safesport-activity-7383516894370213889-KexE</a>
<b>16.10.2025</b>	UAOA LinkedIn: Erasmus+ Feature	<a href="https://www.linkedin.com/posts/united-against-online-abuse_erasmusdays-activity-7384974020447993857-pA1J">https://www.linkedin.com/posts/united-against-online-abuse_erasmusdays-activity-7384974020447993857-pA1J</a>
<b>22.10.2025</b>	UAOA LinkedIn: Key Insight	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-strongertogether-activity-7386772003862708224-n7yt">https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-strongertogether-activity-7386772003862708224-n7yt</a>
	FIA Instagram : Key Insight	<a href="https://www.instagram.com/p/DQHxSjWjDht/">https://www.instagram.com/p/DQHxSjWjDht/</a>
<b>29.10.2025</b>	UAOA LinkedIn: Key Message	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-strongertogether-activity-7389350335653257216-mIPJ">https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-strongertogether-activity-7389350335653257216-mIPJ</a>
	FIA Instagram : Key Message	<a href="https://www.instagram.com/p/DQZrwx6jYZM/">https://www.instagram.com/p/DQZrwx6jYZM/</a>
<b>31.10.2025</b>	UAOA LinkedIn: Key Insight	<a href="https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-strongertogether-activity-7390043645237829632-8tqn">https://www.linkedin.com/posts/united-against-online-abuse_uaoa2025-strongertogether-activity-7390043645237829632-8tqn</a>
	FIA Instagram : Key Insight	<a href="https://www.instagram.com/p/DQervqaDSXG">https://www.instagram.com/p/DQervqaDSXG</a>
<b>12.11.2025</b>	FIA Instagram : Leadership Quote	<a href="https://www.instagram.com/reel/DQ9wCHHjaAc">https://www.instagram.com/reel/DQ9wCHHjaAc</a>
	UAOA LinkedIn: Leadership Quote	<a href="https://www.linkedin.com/posts/united-against-online-abuse_onlinesafety-ai-fia-activity-7394409437878177792-EZ1V">https://www.linkedin.com/posts/united-against-online-abuse_onlinesafety-ai-fia-activity-7394409437878177792-EZ1V</a>
<b>17.11.2025</b>	UAOA LinkedIn: Key Insight	<a href="https://www.linkedin.com/posts/united-against-online-abuse_onlinesafety-ai-fia-activity-7396211028146946049-HQe2">https://www.linkedin.com/posts/united-against-online-abuse_onlinesafety-ai-fia-activity-7396211028146946049-HQe2</a>
<b>19.11.2025</b>	UAOA LinkedIn: Key Insight	<a href="https://www.linkedin.com/posts/united-against-online-abuse_onlinesafety-ai-fia-activity-7396935810018676737-BUIX">https://www.linkedin.com/posts/united-against-online-abuse_onlinesafety-ai-fia-activity-7396935810018676737-BUIX</a>