

# SAFE SPORT POLICY

*\* Indicates a section that has been adapted from the UCCMS*

## Purpose

1. This Policy describes how SNS aims to provide a safe sport environment.

## Commitment to True Sport Principles

2. SNS commits to the True Sport Principles which are:
  - a) **Go for It** – Rise to the challenge – always strive for excellence. Discover how good you can be.
  - b) **Play Fair** – Play honestly – obey both the letter and spirit of the rules. Winning is only meaningful when competition is fair.
  - c) **Respect Others** – Show respect for everyone involved in creating your sporting experience, both on and off the field. Win with dignity and lose with grace.
  - d) **Keep it Fun** – Find the joy of sport. Keep a positive attitude both on and off the field.
  - e) **Stay Healthy** – Place physical and mental health above all other considerations – avoid unsafe activities. Respect your body and keep in shape.
  - f) **Include Everyone** – Share sport with others. Ensure everyone has a place to play.
  - g) **Give Back** – Find ways to show your appreciation for the community that supports your sport and helps make it possible.

## Commitment to a Sport Environment Free from Maltreatment

3. \*SNS makes the following commitments to a sport environment free from Maltreatment:
  - a) All Participants in sport can expect to play, practice and compete, work, and interact in an environment free from Maltreatment.
  - b) Addressing the causes and consequences of Maltreatment is a collective responsibility and requires the deliberate efforts of all Participants, sport stakeholders, sport club administrators and organization leaders.
  - c) Participants in positions of trust and authority have the general responsibility to protect the health and well-being of all other Participants.
  - d) Adult Participants have a specific ethical and statutory duty and the additional responsibility to respond to incidents of Maltreatment involving Minors and other Vulnerable Participants.
  - e) All Participants recognize that Maltreatment can occur regardless of age, sex, sexual orientation, gender identity or expression, race, ethnicity, Indigenous status, or level of physical and intellectual disability and their intersections. Moreover, it is recognized that those from traditionally marginalized groups have increased vulnerability to experiences of Maltreatment.
  - f) All Participants recognize that individuals who have experienced Maltreatment may experience a range of effects that may emerge at different time points and that can profoundly affect their lives.
  - g) All adults working with children and youth have a duty to prevent or mitigate opportunities for misconduct.
  - h) In recognition of the historic vulnerability to discrimination and violence amongst some groups, and that continues to persist today, Participants in positions of trust and authority have a duty to incorporate strategies to recognize systemic bias, unconscious bias, and to respond quickly and effectively to discriminatory practices

## Pledge

4. The stakeholders, members, and leaders of SNS are expected to live the True Sport Principles and SNS pledges to embed the True Sport Principles in its governance and operations in the following ways:

- a) Conduct Standards – SNS will adopt comprehensive conduct standards that are expected to be followed by Participants
- b) Athlete Protection – SNS will provide coaches and other stakeholders with general and sport-specific Athlete protection guidelines
- c) Dispute Resolution and Investigations – SNS will have dispute resolution processes that are confidential and procedurally fair and that require independent investigation for certain alleged violators of the conduct standards
- d) Strategy – SNS will have a strategic plan that reflects the organization’s mission, vision, and values
- e) Governance – SNS will have a diverse blend of sport leaders and will adhere to principles of good governance
- f) Risk Management – SNS will intentionally manage risks to its operations and events through the use of risk management plans and/or risk registries

**Conduct Standards**

- 5. SNS will adopt a *Code of Conduct and Ethics* that describes standards of conduct and behaviour for all Participants. General standards of conduct will apply to all Participants and specific standards will be described for positions within the organization. The *Code of Conduct and Ethics* will have specific sections, including but not limited, to:
  - a) Athletes
  - b) Coaches
  - c) Officials
  - d) Volunteers
  - e) Directors and Committee Members
  - f) Parents and Spectators
  
- 6. The *Code of Conduct and Ethics* will contain detailed definitions of key terms, including:
  - a) Maltreatment
  - b) Harassment
  - c) Discrimination
  - d) Workplace Harassment
  - e) Workplace Violence
  
- 7. SNS recognizes the recent development of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS). Although only National organizations are required to integrate the UCCMS into their policies at this time, SNS recognizes the benefits of aligning its policies with the National standard. SNS policies incorporate the key elements of the current version of the UCCMS as follows (which are indicated by an \* in the policy):

<b>UCCMS v. 5.1 Section</b>	<b>SNS Policies</b>
Section 1.2 – General Principles	Discipline and Complaints Policy para. 3
Section 1.3 – Consensus Statements	Safe Sport Policy para. 3
Definitions	Discipline and Complaints Policy para. 1 Code of Conduct para. 1
Scope and Application 2.12	Code of Conduct para. 5 Discipline and Complaints Policy para. 7
Scope and Application 2.13	Code of Conduct para. 11b
Scope and Application 2.14	Code of Conduct para. 8-9
Scope and Application 2.15	Code of Conduct para. 10
Scope and Application 2.16	Discipline and Complaints Policy para. 19
Maltreatment 2.2	Code of Conduct para. 1

Retaliation 2.2.6.1.2	Discipline and Complaints Policy para. 20
Sanctions 3.1	Discipline and Complaints Policy para. 34
Considerations 3.2	Discipline and Complaints Policy para. 32-33
Presumptive Sanctions 3.3	Discipline and Complaints Policy para. 35
Public Disclosure 3.4	Discipline and Complaints Policy para. 43

### *Anti-Doping*

8. The *Code of Conduct and Ethics* will indicate that SNS adopts and adheres to the Canadian Anti-Doping Program.

### **Athlete Protection**

#### *Screening*

9. SNS will adopt a comprehensive *Screening Policy* that requires some Participants to pass a screening process before being permitted to interact with Athletes. The *Screening Policy* will:
- Categorize positions in the organization as ‘Low Risk’, ‘Medium Risk’, and ‘High Risk’ and require progressive screening measures for individuals serving in each category of risk
  - Describe how frequently some Participants must obtain a criminal record check and which type of check(s) they must obtain
  - Describe how frequently some Participants must submit Screening Disclosure Forms and Screening Renewal Forms
  - Empower a Screening Committee to prohibit Participants who do not pass screening from participating in certain positions
  - Empower a Screening Committee to attach conditions to a Participant’s participation in certain positions

#### *Resources*

10. SNS will regularly provide information to Participants about resources and training related to Athlete protection. Resources and training opportunities can include:
- [NCCP modules](#)
  - [Respect in Sport](#)
  - [Commit to Kids](#)
  - [Red Cross – Respect Education Courses](#)

### **Dispute Resolution**

11. SNS will have a comprehensive suite of dispute resolution policies that will include:
- Discipline and Complaints Policy*
  - Appeal Policy*
  - Dispute Resolution Policy*
12. Taken together, the suite of dispute resolution policies will include the following features:
- An independent individual to whom complaints can be submitted
  - Sanctions for violations of conduct standards
  - Mechanism for suspension of individuals pending the conclusion of the process
  - Non-biased and experienced case managers, decision-makers and/or investigators
  - Protection from reprisal for submitting complaints
  - Anonymity for the complainant in cases of whistleblowers (when possible)
  - Independency of appeal procedures (when appeals are permitted)
  - Opportunity for alternative dispute resolution
  - Investigations of certain complaints
  - In-event discipline procedures (when an event does not have its own disciplinary procedures)

*Obligations – Reporting*

13. The policies of SNS will include requirements that certain complaints must be reported to government entities, local police services, and/or child protection agencies.

*Records*

14. SNS will retain records of decisions that have been made pursuant to the organization's policies. These records may be shared with other individuals or organizations, including but not limited to, national sport organizations, provincial/territorial sport organizations, multi-sport organizations, and government entities.

**Governance and Operations**

15. SNS will have a comprehensive plan in which Athlete protection and safe sport are top priorities for the organization.

16. SNS will pursue a governance structure and organizational culture that reflects the diversity of the Athletes and stakeholders within the sport, that adheres to all applicable federal and/or provincial/territorial legislation, and that moves toward a national alignment strategy for the sport in Canada.

17. SNS will continually monitor and evaluate its policies, practices, and procedures.