



Association
canadienne des
entraîneurs

Coaching
Association
of Canada



*REACH HIGHER
VISER PLUS HAUT*

CANADIAN **CENTRE**
FOR **ETHICS** IN **SPORT**

CENTRE CANADIEN
POUR **L'ÉTHIQUE** DANS LE **SPORT**







ATHLÈTES ET ENTRAÎNEURS

DIEU LE *COACH*

L'ex-entraîneur de l'équipe nationale de ski alpin Bertrand Charest contrôlait la vie de ses skieuses dans les moindres détails. Comme bien des *coachs*, c'était le « patron », le « roi ». Presque un dieu pour les athlètes et leurs parents, avec un droit de vie ou de mort sur la carrière de ses pupilles. Un pouvoir qui ouvre la porte à de nombreux dérapages, racontent des sportifs qui ont été

Les entraîneurs responsables de 5% des agressions sexuelles sur les adolescents

Mise à jour le mercredi 6 mai 2015 à 18 h 21 HAE

82
PARTAGES   +  4  AA



Sylvie Parent, professeure au département d'éducation physique, a compilé avec son équipe les réponses de 6450 jeunes de 14 à 17 ans qui ont été sondés à travers 34 écoles secondaires de la province à l'automne 2011.

Les résultats sont préoccupants : 10 % des adolescents rapportent avoir subi une forme d'agression sexuelle et 5 % d'entre eux disent avoir été agressés par leur entraîneur sportif.



SWIFT CURRENT

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"Sheldon's story has changed Canada for the better forever. His raw bravery in coming out, turning his life around slowly, painfully sharing how much effort it takes to overcome the scars of abuse is inspiring. He embodies the fragility of life and the triumph of the human spirit. We need to keep this difficult conversation alive to protect our children. We need to continue to equip ourselves to protect against this life devastating threat. Swift Current describes a journey that all Canadians should understand."

Lorraine Lafrenière – CEO - Coaching Association of Canada



Context/Contexte

May 21st 2015 Summit on Responsible Coaching

A partnership between the Coaching Association of Canada
and the Canadian Centre for Ethics in Sport



Identified Gap #1

Some funders do not always require organizations to have athlete protection policies, and when they do, there is no oversight to ensure or require adherence

- Policies are not necessarily enforced by funders
- Implementation requirements vary by provincial/territorial jurisdiction



Identified Gap #2

Existing harassment policies overlap with each other, 'old' harassment policies are still in use, and there is no uniform or accepted athlete protection policy across sport

- Many evolving reports with new trends and emerging research over the last 20 years have not been integrated into current practices
- Various policy requirements from different jurisdictions (i.e. NSO requirements of PSOs, different funders requirements of NSOs and PSOs).



Identified Gap #3

Harassment officers, though occasionally still in use and recommended by some sources, are no longer the best strategy for athlete protection

- There are many weaknesses identified with harassment officers (guaranteed neutrality, training, comfort in the position).



Identified Gap #4

Clubs, despite being a fertile ground for maltreatment, lack capacity to have effective athlete protection initiatives

- Cater to the most participants, limited oversight of individuals, and rely on PSO for guidance.



Identified Gap #5

Lack of communication strategy means some existing policies may be invisible

- Organizations are not making their policies publicly available.



FORUM

itinérant
en matière d'agression sexuelle



Cahier de réflexion

ENSEMBLE > 
on agit pour une société
juste et équitable

Québec 





LEADERSHIP
INSPIRATION
Connaissances MENTORAT
CONFIANCE
HABILETÉS Innovation
COMPÉTENCE
Crédibilité
VALEURS

Deesh Bhatta, qui change le jeu
Formateur de personnes-ressources
du PNCE et entraîneur de soccer
au niveau communautaire



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Sylvie Béthuneau, qui change le jeu
Formatrice de personnes-ressources du PNCE et
entraîneuse de soccer titulaire de licence U.A.T.



Objective: Protect the Investment in, and Reputation of, Sport

RESPONSIBLE COACHING MOVEMENT Phase 1: Building Positive Relationships			
TOOLBOX	SPORT SYSTEM ENGAGEMENT & COMMITMENT	GOV'T (PROV./TERR. & FED.) COMMITMENT	MAINSTREAM COMMUNICATIONS
<ul style="list-style-type: none"> • LOCKER • BEST PRACTICES ✓ Rule of Two ✓ Background Screening (incl. Criminal Record Checks) ✓ Respect/Ethics Training 	<ul style="list-style-type: none"> • EXECUTIVE WORKING GROUP (EWG) • NATIONAL TASK FORCE (NTF) • ALL SPORT STAKEHOLDERS 	<ul style="list-style-type: none"> • ENGAGEMENT ON EWG 	<ul style="list-style-type: none"> • POSITIVE COACH MESSAGING • REPRESENTS THE SYSTEM, RATHER THAN SPORT SPECIFIC

ROLES

- CAC: experts/facilitators/caregivers
- CCES: potential for expert/facilitator role. Link to Club Excellence
- NSO: adopters/adapters/sport owners
- MSO: system conveners, support role
- GOV'T: TBD by gov't stakeholders

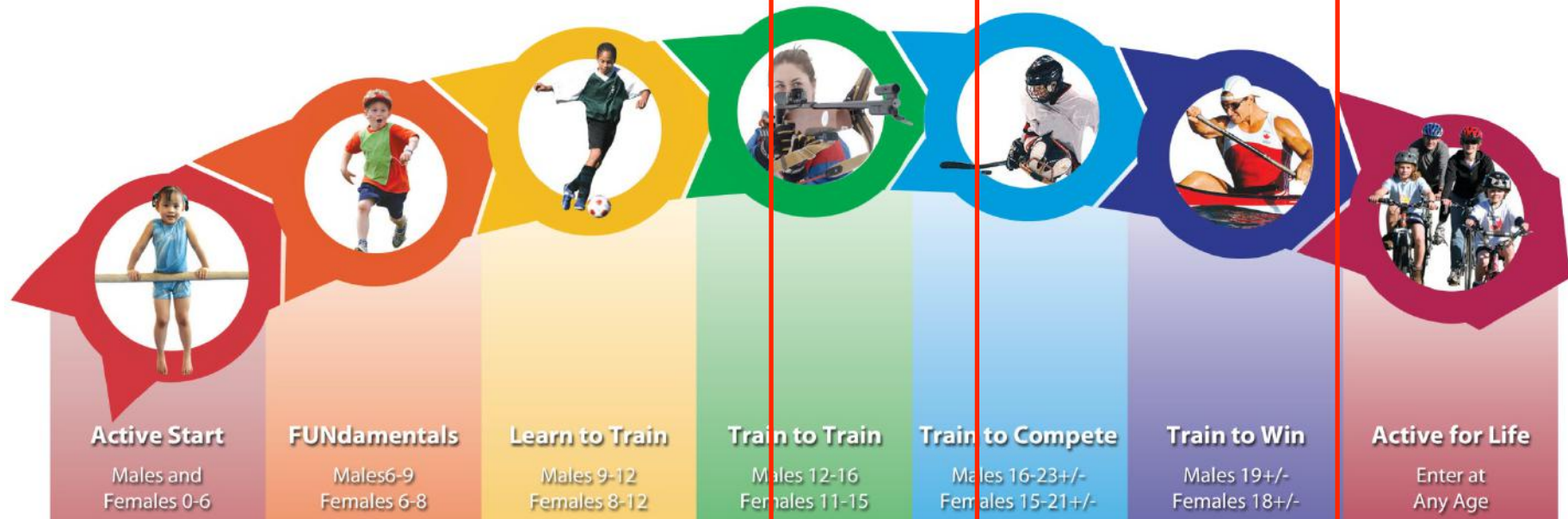


CLUB

PTSO

NSO

CLUB





BEST PRACTICE: The Rule of Two

What does your organization need to implement the rule of two?

- Are these stages reasonable?
- If no, what would you change?

	Rule of Two
	<ul style="list-style-type: none"> Two screened and certified coaches are always present with a single athlete or with multiple athletes Every coach is aware of the Rule of Two and it is part of the coach's contract or agreement Coaches identify and report fellow coaches who do not follow the Rule of Two The NSO offers additional capacity and training to PTSOs about the Rule of Two
NSO	<ul style="list-style-type: none"> One screened and certified coach plus one other adult (parent or volunteer) are always present with a single athlete or with multiple athletes Coaches remind each other about the Rule of Two Other adults volunteer to ensure the Rule of Two is in effect The NSO communicates best practices and education to PTSOs
	<ul style="list-style-type: none"> A single screened coach is never alone with a single athlete – other athletes are always present Coaches remind each other about the Rule of Two The NSO regularly reminds PTSOs about the Rule of Two
	<ul style="list-style-type: none"> Two screened and certified coaches are always present with a single athlete or with multiple athletes Every coach is aware of the Rule of Two and it is part the coach's orientation or training Coaches identify and report fellow coaches who do not follow the Rule of Two The PTISO offers additional capacity and training to clubs about the Rule of Two
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BEST PRACTICE: Background Screening

What do you need to be able to implement a background screening process? Are these stages reasonable?

- Are these stages reasonable?
- If no, what would you change?

	Background Screening
	<ul style="list-style-type: none"> The NSO has a policy on criminal record checks that references the frequency that coaches must obtain an E-PIC and/or a vulnerable sector check and sign a screening disclosure form Coaches are interviewed before being retained for a position Coaches must provide three references Coaches must participate in child and youth training at the request of the organization The NSO offers additional capacity and training to PTSOs about the necessity of background screening for coaches
NSO	<ul style="list-style-type: none"> The NSO has a policy on criminal record checks that references the frequency that coaches must obtain an E-PIC and/or a vulnerable sector check and sign a screening disclosure form Coaches are interviewed before being retained for a position Coaches must provide two references The NSO communicates best practices to PTSOs about the necessity of background screening for coaches
	<ul style="list-style-type: none"> The NSO has a policy on criminal record checks that references the frequency that coaches must obtain an E-PIC and/or a vulnerable sector check and sign a screening disclosure form Coaches must provide one reference The NSO regularly reminds PTSOs about the necessity of background screening for coaches
	<ul style="list-style-type: none"> The PTSO has a policy on criminal record checks that references the frequency that coaches must obtain an E-PIC and/or a vulnerable sector check and sign a screening disclosure form Coaches are interviewed before being retained for a position Coaches must provide three references Coaches must participate in child and youth training at the request of the organization The PTSO offers additional capacity and training to clubs about the necessity of background screening for coaches
PTSO	<ul style="list-style-type: none"> The PTSO has a policy on criminal record checks that references the frequency that coaches must obtain an E-PIC and/or a vulnerable sector check and sign a screening disclosure form Coaches are interviewed before being retained for a position Coaches must provide two references The PTSO communicates best practices to clubs about the necessity of background screening for coaches
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BEST PRACTICE: Respect Training

As part of the modest proceeds from the SBC partnership and online Respect training, the recommendation is to create a HELP LINE for sanctioned sport in Canada.

- Are there other initiatives that we should be considering?
- Can you identify the top 10 complaints, or issues, your organization receives?

	Ethical Behaviour
	<ul style="list-style-type: none"> The NSO's Code of Conduct and discipline and complaints procedures are reviewed every year The NSO assists PTSOs in developing and enforcing their Code of Conduct and discipline and complaints procedures Coaches commit to adhere to the NSO's Code of Conduct when they are retained for the position and to renew their commitment annually The NSO delivers additional ethical training programs for coaches OR funds attendance for coaches at external programs The NSO regularly communicates ethical behaviour articles or policies to coaches to increase awareness Every year, the NSO offers an annual presentation directed toward coaches on the topic of ethical behaviour NSO-employed coaches are required to take the <i>Respect in Sport</i>, or similar, training The NSO offers additional capacity and education to PTSOs about the importance of ethical behaviour
NSO	<ul style="list-style-type: none"> The NSO's Code of Conduct and discipline and complaints procedures are reviewed every three years The NSO assists PTSOs in developing and enforcing their Code of Conduct and discipline and complaints procedures Coaches commit to adhere to the NSO's Code of Conduct when they are retained for the position and to renew their commitment every three years The NSO provides incentives for coaches to attend enhanced ethical behaviour training programs Every three years, the NSO offers an annual presentation directed toward coaches on the topic of ethical behaviour NSO-employed coaches are required to take the <i>Respect in Sport</i> training The NSO communicates best practices to PTSOs about the importance of ethical behaviour
	<ul style="list-style-type: none"> The NSO has a Code of Conduct and discipline and complaints procedures Coaches commit to adhere to the NSO's Code of Conduct when they are retained for the position The NSO communicates information to coaches about ethical behaviour training programs, such as <i>Respect in Sport</i> The NSO regularly reminds PTSOs about the importance of ethical behaviour
	<ul style="list-style-type: none"> The PTSO's Code of Conduct and discipline and complaints procedures are reviewed every year and are sent to the NSO The PTSO assists clubs in developing and enforcing their Code of Conduct and discipline and complaints procedures Coaches commit to adhere to the PTSO's Code of Conduct when they are retained for the position and to renew their commitment annually PTSO-employed coaches are required to take the <i>Respect in Sport</i> training The PTSO delivers additional ethical training programs for coaches OR funds attendance for coaches at external programs The PTSO regularly communicates ethical behaviour articles or policies to coaches to increase awareness Every year, the PTSO offers a presentation directed toward coaches on the topic of ethical behaviour The PTSO offers additional capacity and education to clubs about the importance of ethical behaviour
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	<ul style="list-style-type: none"> The club's Code of Conduct and discipline and complaints procedures are reviewed every three years and are sent to the PTSO Coaches commit to adhere to the club's Code of Conduct when they are retained for the position and to renew their commitment every three years All club coaches are required to take the <i>Respect in Sport</i> training The club provides incentives for coaches to attend enhanced ethical behaviour training programs or presentations
CLUB	<ul style="list-style-type: none"> The club's Code of Conduct and discipline and complaints procedures are reviewed every six years Coaches commit to adhere to the club's Code of Conduct when they are retained for the position and to renew their commitment every three years The club communicates information to coaches about ethical behaviour training programs or presentations, such as <i>Respect in Sport</i>
	<ul style="list-style-type: none"> The club has a Code of Conduct and discipline and complaints procedures Coaches commit to adhere to the club's Code of Conduct when they are retained for the position



TOOLBOX: The Locker

Identify your existing best practices with respect to managing coaching information, specific to sanctions.

- What challenges do you face in implementing your existing best practices?



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THANK YOU!

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