

SPORT FOR LIFE SOCIETY POLICY

POLICY TITLE: SAFETY IN SPORT – HARASSMENT, ABUSE, DISCRIMINATION AND MALTREATMENT	
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POLICY STATEMENT

The Sport for Life Society takes any situation involving misconduct or maltreatment very seriously. For this reason, the Sport for Life Society is committed to enacting and enforcing strong, clear, and effective policies and procedures for preventing and addressing all forms of misconduct or maltreatment.

The procedures are intended to promote a Safe Sport environment in a manner that allows for consistent, immediate, appropriate and meaningful action should any issues arise, and they are also intended to prevent issues from arising in the first place by communicating expected standards of behaviour.

Should any individuals involved with the Sport for Life Society, including but not limited to Representatives and Clients, wish to report any instance of misconduct or maltreatment, they may do so directly to the Sport for Life Society’s third-party safe sport officer, which will then determine the appropriate forum and manner to address the complaint.

The Sport for Life Society also recognizes the recent development of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) and its responsibilities to integrate the UCCMS into its policies and procedures. Since the UCCMS may continue to evolve in the foreseeable future, the documents below incorporate the key elements of version 5.1 of the UCCMS as follows (which are noted in the respective document by an *):

UCCMS v. 5.1 Section	Sport for Life Policies and Procedures
Section 1.2 – General Principles	Discipline and Complaints Procedure para. 3
Section 1.3 – Consensus Statements	Safety in Sport Policy Statement para. 4
Definitions	Code of Conduct and Ethics para. 1 Discipline and Complaints Procedure para. 1
Scope and Application 2.12	Code of Conduct and Ethics para. 5 Discipline and Complaints Procedure para. 6
Scope and Application 2.13	Code of Conduct and Ethics para. 11a
Scope and Application 2.14	Code of Conduct and Ethics para. 8-9
Scope and Application 2.15	Code of Conduct and Ethics para. 10
Maltreatment 2.2	Code of Conduct and Ethics para. 1
Retaliation 2.2.6.1.2	Investigation Procedure para. 9
Sanctions 3.1	Discipline and Complaints Procedure para. 32
Considerations 3.2	Discipline and Complaints Procedure para. 30-31
Presumptive Sanctions 3.3	Discipline and Complaints Procedure para. 33
Public Disclosure 3.4	Discipline and Complaints Procedure para. 42

Note: In the following information asterisks * indicate a definition or section adapted from the UCCMS

Definitions

1. The following definitions have these meanings in this Policy Statement:
 - a) **Clients** – Users of the Sport for Life Society’s services, including NSOs, PSOs, MSOs, and any person or entity retaining Sport for Life Society expertise
 - b) **Maltreatment** – As defined in the *Code of Conduct and Ethics*
 - c) **Representative** – Any individual employed by, or engaged in activities on behalf of, the Sport for Life Society including: employees, contractors, consultants, Learning Facilitators, the Board of Directors, volunteers, researchers, and administrators

Purpose

2. The Safety in Sport Policy describes how the Sport for Life Society aims to provide a safe sport environment.

Commitment to True Sport Principles

3. The Sport for Life Society 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

4. *The Sport for Life Society makes the following commitments to a sport environment free from Maltreatment:
 - a) Addressing the causes and consequences of Maltreatment is a collective responsibility and requires the deliberate efforts of all Representatives, Clients, sport stakeholders, sport club administrators and organization leaders.
 - b) Representatives in positions of trust and authority have the general responsibility to protect the health and well-being of all other Representatives.
 - c) Adult Representatives have a specific ethical and statutory duty and the additional responsibility to respond to incidents of Maltreatment involving minors and other vulnerable participants.
 - d) All Representatives 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.
 - e) All Representatives 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.

- f) All adults working with children and youth have a duty to prevent or mitigate opportunities for misconduct.
- g) In recognition of the historic vulnerability to discrimination and violence amongst some groups, and that continues to persist today, Representatives 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

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

Conduct Standards

- 6. The Sport for Life Society will adopt a *Code of Conduct and Ethics* that describes standards of conduct and behaviour for all Representatives. General standards of conduct will apply to all Representatives and specific standards will be described for positions within the organization.
- 7. 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

Anti-Doping

- 8. The Sport for Life Society will have an *Anti-Doping Guidelines* that indicate that the Sport for Life Society adopts and adheres to the Canadian Anti-Doping Program.

Prevention

- 9. The Sport for Life Society will require Representatives to indicate, in writing, that they agree to adhere to the organization’s policies for safe sport and will provide updates to these documents whenever they occur.
- 10. The Sport for Life Society’s Representatives will be required to take Safe Sport training (as outlined

in the HADM Training, Retention and Prevention Strategy) within one (1) month of beginning their role(s) within the organization.

Training and Resources

Training

11. The Sport for Life Society requires mandatory training on preventing and addressing harassment and abuse for the following categories of Representatives, as indicated in the HADM Training, Retention and Prevention Strategy:
 - a) Category 1 – Individuals in decision-making positions at the Sport for Life Society:
 - i. Senior staff
 - b) Category 2 – Individuals who have direct contact with Athletes:
 - i. Contractors (with direct Athlete contact)
 - ii. Consultants (with direct Athlete contact)
 - iii. Learning Facilitators
 - c) Category 3 – Employees at the Sport for Life Society who have no direct Athlete contact:
 - i. Internal Organizing Committees
 - ii. Finance & Audit Committee
 - iii. Governance Committee
 - iv. Board of Directors
 - v. Staff
 - d) Category 4 – Individuals who have no direct Athlete contact:
 - i. Contractors (with no direct Athlete contact)
 - ii. Consultants (with no direct Athlete contact)
 - iii. External Advisory Committees
 - iv. Volunteers (with no direct athlete contact)

12. The Sport for Life Society will annually ensure that Representatives have received the most up-to-date training available.

Resources

13. The Sport for Life Society will regularly provide information to Representatives about resources and training related to athlete protection. Resources and training opportunities can include:
 - a) [NCCP modules](#)
 - b) [Respect in Sport](#)
 - c) [Commit to Kids](#)
 - d) [Red Cross – Respect Education Courses](#)

Dispute Resolution

14. The Sport for Life Society will have dispute resolution procedures that will include:
 - a) *Discipline and Complaints Procedure*
 - b) *Appeal Procedure*
 - c) *Dispute Resolution Procedure*
 - d) *Whistleblower Procedure*

15. Taken together, the suite of dispute resolution procedures will include the following features:
 - a) An independent individual to whom complaints can be submitted
 - b) Sanctions for violations of conduct standards
 - c) Mechanism for suspension of individuals pending the conclusion of the process

- d) Non-biased and experienced case managers, decision-makers and/or investigators
- e) Protection from reprisal for submitting complaints
- f) Anonymity for the complainant in cases of whistleblowers (when possible)
- g) Independency of appeal procedures (when appeals are permitted)
- h) Opportunity for alternative dispute resolution
- i) Investigations of certain complaints

Obligations – Reporting and Third-Party Case Management

- 16. The policies and procedures of the Sport for Life Society will include requirements that certain complaints must be reported to government entities, local police services, and/or child protection agencies.
- 17. The procedures of the Sport for Life Society will include requirements that complaints must be received by an independent third party that has no conflict of interest or bias.

Records

- 18. The Sport for Life Society 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

- 19. The Sport for Life Society will have a comprehensive plan in which safe sport is a top priority for the organization.
- 20. The Sport for Life Society will pursue a governance structure and organizational culture that reflects a diversity of stakeholders and that adheres to all applicable federal and/or provincial/territorial legislation.
- 21. The Sport for Life Society will continually monitor and evaluate its policies and procedures.