

SAFE SPORT STATEMENT

CSIAB takes any situation involving misconduct or maltreatment very seriously. For this reason, CSIAB is committed to enacting and enforcing strong, clear, and effective policies and processes for preventing and addressing all forms of misconduct or maltreatment.

The procedures and processes 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 CSIAB wish to report any instance of misconduct or maltreatment by a Representative (***Should we write out who these people could be, as we don't define Representative until the next page? – GD***), they may submit a complaint to CSIAB's independent third-party who will address and manage the complaint:

University of Calgary - Office of Equity, Diversity & Inclusion
AD116, 2500 University Drive NW
Calgary, Alberta, T2N 1N4

CSIAB also recognizes the recent development of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport ("UCCMS") and its responsibility as a federally funded sport organization to integrate the UCCMS into its policies. CSIAB's policies incorporate the key elements of the current version of the UCCMS as follows (which are noted in the respective document by an *):

| <u>UCCMS v. 5.1 Section</u> | <u>CSIAB Policies</u> |
|------------------------------------|---|
| Section 1.3 – Consensus Statements | Safe Sport Policy para. 4 |
| Scope and Application 2.1.3 | Code of Conduct para. 8f |
| Scope and Application 2.1.4 | Code of Conduct para. 5-6 |
| Scope and Application 2.1.5 | Code of Conduct para. 7 |
| Scope and Application 2.1.6 | Discipline and Complaints Policy – Appendix A.7 |
| Maltreatment 2.2 | Code of Conduct – Appendix A |
| Retaliation 2.2.6.1.2 | Discipline and Complaints Policy para. 27 |
| Sanctions 3.1 | Discipline and Complaints Policy para. 21 |
| Considerations 3.2 | Discipline and Complaints Policy para. 19-20 |
| Presumptive Sanctions 3.3 | Discipline and Complaints Policy para. 22 |
| Public Disclosure 3.4 | Discipline and Complaints Policy para. 26 |

SAFE SPORT POLICY

** Indicates a section that has been adapted from the UCCMS (this * definition appears twice – GD)*

Definitions

1. The following definitions have these meanings in this Policy Statement:
 - a) **“Athlete”** – An individual who is a client of CSIAB and who participates in CSIAB’s programming. **(are athletes the only type of client of CSIAB, or should others be identified as well? (e.g. coaches, NSO staff, CSIAB staff/practitioners/representatives,...) FB**
 - b) **“Maltreatment”** - As defined in the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (“UCCMS”) and provided in **Appendix A** in the *Code of Conduct and Ethics*.
 - c) **“Representative”** – Individuals employed by, or engaged in activities on behalf of, CSIAB including Directors, staff members, contract personnel, and volunteers.

Purpose

2. The Policy describes how CSIAB aims to provide a safe sport environment.

Commitment to True Sport Principles

3. CSIAB 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. *CSIAB 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, 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 **(and their clients? FB)**.
 - 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 CSIAB are expected to live the True Sport Principles and CSIAB pledges to embed the True Sport Principles in its governance and operations in the following ways:
 - a) Conduct Standards – CSIAB will adopt comprehensive conduct standards that are expected to be followed by Representatives.
 - b) Dispute Resolution and Investigations – CSIAB will have dispute resolution processes that are confidential and procedurally fair and that require independent investigation for certain alleged violations of the conduct standards.
 - c) Strategy – CSIAB will have a strategic plan that reflects the organization's mission, vision, and values.
 - d) Governance – CSIAB will have a diverse blend of sport leaders and will adhere to principles of good governance.
 - e) Risk Management – CSIAB will intentionally manage risks to its operations and events using risk management plans and/or risk registries.

Conduct Standards

6. CSIAB will adopt a *Code of Conduct and Ethics* that describes standards of conduct and behaviour for all Representatives.
7. The *Code of Conduct and Ethics* will contain detailed definitions of key terms, including:
 - a) Maltreatment
 - b) Harassment

Anti-Doping

8. CSIAB adopts and adheres to the Canadian Anti-Doping Program.

Training and Resources

Prevention

9. Representatives are required 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. CSIAB will provide Representatives with annual, up-to-date information about its policies and procedures related to Maltreatment.

Training

11. CSIAB requires mandatory training on preventing and addressing harassment and abuse for the following Representatives:
 - a) Senior staff
 - b) Board of Directors
 - c) Office staff
 - d) Committee Members
 - e) Volunteers
12. All Representatives must take the [CAC Safe Sport Training](#) at whichever date is earlier:
 - a) Within 12 weeks of starting as a Representative; or
 - b) Prior to any unsupervised contact with an Athlete
13. CSIAB will annually ensure that Representatives have received up-to-date training. When the training program has been substantially updated to include new information or resources, or if the Representative's certification has expired, the Representative will be required to re-take the training.

Resources

14. CSIAB will regularly provide information to Representatives about resources and training related to protection from maltreatment. Resources and training opportunities can include:
- a) [NCCP modules](#)
 - b) [Respect in Sport](#)
 - c) [Respect in the Workplace](#)
 - d) [Commit to Kids](#)
 - e) [Red Cross – Respect Education Courses](#)

Dispute Resolution

15. CSIAB will have dispute resolution policies that will include:
- a) *Discipline and Complaints Policy*
16. The dispute resolution policies 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) Opportunity for alternative dispute resolution
 - g) Investigations of certain complaints

Records

17. CSIAB 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

18. CSIAB will have a comprehensive plan in which Safe Sport is a top priority for the organization.
19. CSIAB will continually monitor and evaluate its policies, practices, and procedures.