



BC SNOWBOARD ASSOCIATION STAFF AND VOLUNTEER SCREENING POLICY

POLICY OBJECTIVE

The BC Snowboard Association (BCSB) recognizes a responsibility to children, young adults, parent volunteers and the staff involved in its programs and is committed to enduring adherence to the screening policy to support the provision of sound, safe and healthy sport experiences in our community.

Due to the positions of trust that are inherent in the provision of active, high quality sport activities, employees and volunteers shall be required to undergo a screening process based on the duties assigned by the organization.

This screening process will be comprised of a variety of measures and will include a police record check.

BCSB strongly encourages all our membership to make the same commitment.

PROCEDURE

All staff who work directly with athletes including but not limited to:

- Head coach
- Assistant coach
- All BCSB coaching staff must provide a Criminal Police Records check that encompasses working with the vulnerable population of those under 18 years old

In addition to the screening, clear job descriptions and training must accompany the staff or volunteer role.

Prior to the hiring or engagement of the volunteer reference checks must be completed and documented.

RECOMMENDATION FOR MEMBER CLUBS

1. COACH SCREENING POLICY

The coaching staff employed by the clubs are the key personnel involved in the delivery of our programs across the province. The roles of the coaching staff generally require them to develop close and supportive relationships with the athletes, which may require the coach to

be alone and unsupervised with an athlete and will require driving with the athletes as passengers. As a result, a high level of due diligence is crucial when interviewing and screening potential candidates for a coaching position. The essential steps to be taken by an employer when completing the hiring process must include the following:

- a) A written resume with appropriate references included as requested. References should include a variety of sources including past employers, volunteer work, school and/or personal references. The employment history should be checked, and the verification documented to ensure accuracy.
- b) One or more interviews that provide an opportunity to talk to the potential coach about their background, skills, interests, and availability. This interview should also be an opportunity to explore any concerns about the suitability of the candidate.
- c) Follow up on references. A minimum of 2 references is recommended. By identifying the level of trust and the responsibilities of the position and by asking specific questions the applicant's suitability may be easier to determine.
- d) Police Records Check – A CPIC is a very basic and public way that you can communicate that your organization is concerned about the safety of its participants and can reveal a criminal record that may disqualify an applicant.
- e) Driver's Abstract – This will deliver the safety record of the individual and is likely to be required by your insurers as well.

2. VOLUNTEER SCREENING POLICY

The volunteers involved in our sport are integral to the operation of the clubs and the events. There are a large variety of volunteer roles with various levels of risk and contact with athletes which would require different levels of screening. The guidelines for the various types of volunteers are as follows:

1. Volunteers involved in coaching or supervision of athletes: Clubs working with volunteers involved in these positions should follow the Coach Screening Policy outlined above. A job description must be developed.
2. Volunteers involved in positions of financial integrity: Clubs working with volunteers involved in these positions of should follow the Coach Screening Policy. A job description is recommended.
3. Volunteers involved with events and committees: Clubs working with volunteers involved in positions of this type should ensure the volunteers have the appropriate training and familiarity with the task.

SCOPE

All BC Snowboard staff, volunteers and membership.