



## CANADA SNOWBOARD SAFE SPORT POLICY

**POLICY STATEMENT:** Canada Snowboard and its Affiliated Organizations have a fundamental obligation and responsibility to protect the health, safety and physical and mental well-being of every individual that is involved in the Canadian snowboard community.

Canada Snowboard and its Affiliated Organizations take any situation involving misconduct or maltreatment very seriously. For this reason, Canada Snowboard and its Affiliated Organizations are collectively committed to enacting and enforcing strong, clear, and effective policies and processes for preventing and addressing all forms of misconduct or maltreatment.

The policies 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 Canada Snowboard and its Affiliated Organizations, including but not limited to Athletes, coaches, officials, volunteers, and parents/guardians of Athletes, wish to report any instance of misconduct or maltreatment, they may do so directly to Canada Snowboard’s independent third-party responsible for managing complaints, which will then determine the appropriate forum and manner to address the complaint:

**Canada Snowboard’s Independent Third Party:**                      **Brian Ward**  
    **safesport\_wdrs@primus.ca | (613) 761-8469**

Canada Snowboard also recognizes the 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. Since the UCCMS may continue to evolve in the foreseeable future, these safe sport policies incorporate the key elements of the current version of the UCCMS as follows (which are indicated with an \* within the policy):

<u>UCCMS v. 5.1 Section</u>	<u>Safe Sport Manual</u>
Section 1.2 – General Principles	Discipline and Complaints Policy para. 3
Section 1.3 – Consensus Statements	Safe Sport Policy para. 4
Definitions	Code of Conduct para. 1   Discipline and Complaints Policy para. 1
Scope and Application 2.1.2	Code of Conduct para. 5   Discipline and Complaints Policy para. 7
Scope and Application 2.1.3	Code of Conduct para. 11b
Scope and Application 2.1.4	Code of Conduct para. 8-9
Scope and Application 2.1.5	Code of Conduct para. 10
Scope and Application 2.1.6	Investigation Procedure para. 6
Maltreatment 2.2	Code of Conduct para. 1
Retaliation 2.2.6.1.2	Investigation Procedure para. 10
Sanctions 3.1	Discipline and Complaints Policy para. 38
Considerations 3.2	Discipline and Complaints Policy para. 36-37
Presumptive Sanctions 3.3	Discipline and Complaints Policy para. 39



<b>Policy Category:</b>	Governance
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<b>Department:</b>	Executive Director
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<b>Related Policies:</b>	Code of Conduct & Ethics

### Definitions

- Terms in this Policy are defined as follows:
  - Affiliated Organization** – Includes Provincial/Territorial Snowboard Organizations and Snowboard Clubs recognized by Canada Snowboard
  - Athlete** – *An individual who is an Athlete Participant in Canada Snowboard or an Affiliated Organization who is subject to the UCCMS and the policies of Canada Snowboard and the applicable Affiliated Organization*
  - Participants** – Refers to all categories of individual members and/or registrants defined in the By-laws of Canada Snowboard and in the By-laws of an Affiliated Organization who are subject to the UCCMS and the policies of Canada Snowboard and the applicable Affiliated Organization, as well as all people employed by, contracted by, or engaged in activities with, Canada Snowboard or an Affiliated Organization including, but not limited to, employees, contractors, Athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, parents or guardians, spectators, and Directors and

### Purpose

- This Policy describes how Canada Snowboard and its Affiliated Organizations aim to provide a safe sport environment.

### Commitment to True Sport Principles

- Canada Snowboard commits to the True Sport Principles which are:
  - Go for It** – Rise to the challenge – always strive for excellence. Discover how good you can be.
  - Play Fair** – Play honestly – obey both the letter and spirit of the rules. Winning is only meaningful when competition is fair.
  - 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.
  - 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. Canada Snowboard and its Affiliated Organizations make 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**

5. The stakeholders, members, and leaders of Canada Snowboard are expected to live the True Sport Principles and Canada Snowboard pledges to embed the True Sport Principles in its governance and operations in the following ways:
- a) **Conduct Standards** – Canada Snowboard will adopt comprehensive conduct standards that are expected to be followed by Participants
  - b) **Athlete Protection** – Canada Snowboard will provide coaches and other stakeholders with general and sport-specific athlete protection guidelines
  - c) **Dispute Resolution and Investigations** – Canada Snowboard 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** – Canada Snowboard will have a strategic plan that reflects the organization’s mission, vision, and values



- e) Governance – Canada Snowboard will have a diverse blend of sport leaders and will adhere to principles of good governance
- f) Risk Management – Canada Snowboard will intentionally manage risks to its operations and events through the use of risk management plans and/or risk registries

### **Conduct Standards**

- 6. Canada Snowboard and its Affiliated Organizations 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 / Judges
  - d) Volunteers
  - e) Directors and Committee Members
  - f) Parents and Spectators
- 7. The safe sport policies will contain detailed definitions of key terms, including:
  - a) Maltreatment
  - b) Harassment
  - c) Discrimination
  - d) Workplace Harassment
  - e) Workplace Violence

### *Anti-Doping*

- 8. The *Code of Conduct and Ethics* will indicate that Canada Snowboard and its Affiliated Organizations adopt and adhere to the Canadian Anti-Doping Program.

### **Athlete Protection**

- 9. Canada Snowboard and its Affiliated Organizations will develop an *Athlete Protection Policy* that can be used by coaches, managers, medical personnel, and other Persons in Authority. Canada Snowboard and its Affiliated Organizations may provide training on the policy and take steps to ensure the policy is being implemented. Canada Snowboard and its Affiliated Organizations will conduct a regular review of the policy to add and/or modify new content as appropriate.

### *Training*

- 10. Canada Snowboard requires mandatory training on preventing and addressing harassment and abuse for the following categories of Participants – Check CS Safe Sport Training Framework (page. 8):
  - a) Category 1 – Canada Snowboard (CS)
    - a. CS National Team and NexGen Team Athletes
    - b. CS Coaches & IST
    - c. CS Directors, Managers and Contractors
    - d. CS Board of Directors



- b) Category 2 – Provincial/ Territorial Snowboard Association (PTSA)
  - a. PTSA Directors and Managers
- c) Category 3 – Parents, Officials and Judges
  - i. Parents / Caregiver of minor athletes
  - ii. CS Certified Officials
  - iii. CS Certified Judges

11. Categories of Participants must take the following training:

- a) Category 1
  - a. All Participants: Respect in Sport Activity Leader Program
  - b. CS Coaches & IST: CAC Safe Sport Training
- b) Category 2
  - a. All Participants: Respect in Sport Activity Leader Program
- c) Category 3
  - a. Parents / Caregiver of Minor Athletes: Respect in Sport Parent Program
  - b. CS Certified Officials: Respect in Sport Officials Program
  - c. CS Certified Judges: Respect in Sport Officials Program

12. Categories of Participants must take the training at the following times:

- a) Category 1 – the earlier of:
  - i. Within 12 weeks of starting date; or
  - ii. Prior to their first formal activity in their season, or any unsupervised contact with an Athlete
- b) Category 2 – Prior to their first formal activity in their season, or prior to any unsupervised contact with an Athlete
- c) Category 3 – the earlier of:
  - i. Within 12 weeks of starting date; or
  - ii. Prior to their first formal activity and/or event

13. Canada Snowboard and its Affiliated Organizations will annually ensure that Participants have received up-to-date training. When the training program has been substantially updated to include new information or resources, or if the Participant’s certification has expired, the Participant will be required to re-take the training.

14. Canada Snowboard and its Affiliated Organizations will provide annual, up-to-date information on their policies and procedures related to Maltreatment.

*Resources*

15. Canada Snowboard and its Affiliated Organizations will regularly provide information to Participants about resources and training related to athlete protection. Resources and training opportunities can include:

- a) [NCCP modules](#)
- b) [Respect in Sport](#)

*Athlete Engagement*



16. Canada Snowboard and its Affiliated Organizations will engage with athletes to determine the level of success of their athlete protection measures as well as to identify any gaps or athlete concerns. This engagement may take the form of:
- a) Anonymous athlete surveys
  - b) Athlete involvement in organizational decision-making
  - c) Independently-led athlete outreach consultations

### **Dispute Resolution**

17. Canada Snowboard and its Affiliated Organizations will have a comprehensive suite of dispute resolution policies that will include:

- a) *Discipline and Complaints Policy*
- b) *Appeal Policy*
- c) *Dispute Resolution Policy*

18. Taken together, the suite of 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) Independency of appeal procedures (when appeals are permitted)
- g) Opportunity for alternative dispute resolution
- h) Investigations of certain complaints

### **Alignment**

19. Canada Snowboard and its Affiliated Organizations recognize the importance of safe sport for athletes and participants across the country. Canada Snowboard and its Affiliated Organizations will adopt a *Reciprocation Policy* that will require:

- a) Provincial/Territorial Snowboard Organizations and Snowboard Clubs to report discipline decisions to Canada Snowboard
- b) The distribution of discipline decisions to all Provincial/Territorial Snowboard Organizations and to applicable Snowboard Clubs
- c) Canada Snowboard, Provincial/Territorial Snowboard Organizations and Snowboard Clubs to recognize and enforce sanctions imposed by Canada Snowboard, a Provincial/Territorial Snowboard Organization, or a Snowboard Club
- d) Recognition and enforcement of sanctions imposed by Canada Snowboard or an Affiliated Organization

### **Obligations – Reporting and Third-Party Case Management**

20. The policies of Canada Snowboard and its Affiliated Organizations will include requirements that certain complaints must be reported to government entities, local police services, and/or child protection agencies.



21. The policies of Canada Snowboard and its Affiliated Organizations will include requirements that complaints must be received by an independent third party that has no conflict of interest or bias.

#### **Records**

22. Canada Snowboard and its Affiliated Organizations 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**

23. Canada Snowboard and its Affiliated Organizations will have a comprehensive plan in which athlete protection and safe sport are top priorities for the organization.

24. Canada Snowboard and its Affiliated Organizations 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.

25. Canada Snowboard and its Affiliated Organizations will continually monitor and evaluate its policies, practices, and procedures.







## Safe Sport Training Framework

### Training modules:

- Respect in Sport – Activity Leader Program (every 4 years)
- Respect in Sport – Parent Program (every 4 years)
- Respect in Sport – Officials Program (every 4 years)
- Respect in Sport – Respect in the Workplace (every 4 years)
- Coaching Association of Canada – Safe Sport Training (every 4 years)

### Implementation Plan:

- July 1<sup>st</sup>, 2021 -
- July 1<sup>st</sup>, 2022 -
- July 1<sup>st</sup>, 2023 -

	Respect in Sport Activity Leader Program	Respect in Sport Parent Program	Respect in Sport Officials Program	Respect in Sport Respect in the Workplace	CAC Safe Sport Training
<b>Canada Snowboard Athletes</b> <i>National Team and NexGen Team</i>	MANDATORY				
<b>Canada Snowboard Coaches &amp; IST</b>	MANDATORY			MANDATORY	MANDATORY
<b>Canada Snowboard Directors and Managers</b>	MANDATORY			MANDATORY	RECOMMENDED
<b>Canada Snowboard Coordinators and Contractors</b>	MANDATORY			MANDATORY	RECOMMENDED
<b>Canada Snowboard Board of Directors</b>				MANDATORY	
<b>PTSA Athletes</b> <i>Provincial/ Territorial Team</i>	RECOMMENDED				
<b>PTSA Coaches</b>	RECOMMENDED			RECOMMENDED	MANDATORY
<b>PTSA Directors and Managers</b>	MANDATORY			RECOMMENDED	RECOMMENDED
<b>PTSA Coordinators and Contractors</b>	RECOMMENDED			RECOMMENDED	RECOMMENDED
<b>PTSA Board of Directors</b>				RECOMMENDED	
<b>Club Athletes</b> <i>Recreational or Competitive Athlete</i>	RECOMMENDED				
<b>Club Coaches</b>	RECOMMENDED			RECOMMENDED	MANDATORY
<b>Club Directors and Managers</b>	RECOMMENDED			RECOMMENDED	RECOMMENDED
<b>Club Coordinators and Contractors</b>	RECOMMENDED			RECOMMENDED	RECOMMENDED
<b>Club Board of Directors</b>				RECOMMENDED	
<b>CS Certified Officials &amp; Judges</b>			MANDATORY		RECOMMENDED
<b>PTSA/ Club Volunteers</b>			RECOMMENDED		
<b>Parents / Caregiver of minor athletes*</b>		MANDATORY			

\*related to each Province/ Territory jurisdiction