SAFE SPORT POLICY

* Indicates a section that has been adapted from the UCCMS.

Purpose

1. This Policy describes how the CFF aims to provide a safe sport environment.

Commitment to True Sport Principles

2. The CFF 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

3. *The CFF makes 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

4. The stakeholders, members, and leaders of the CFF are expected to live the True Sport Principles and the CFF pledges to embed the True Sport Principles in its governance and operations in the following ways:
    a) Conduct Standards – the CFF will adopt comprehensive conduct standards that are expected to be followed by Participants.
    b) Athlete Protection – the CFF will provide coaches and other stakeholders with general and sport-specific athlete protection guidelines.
    c) Dispute Resolution and Investigations – the CFF 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 CFF will have a strategic plan that reflects the organization's mission, vision, and values.
    e) Governance – the CFF will have a diverse blend of sport leaders and will adhere to principles of good governance.
    f) Risk Management – the CFF will intentionally manage risks to its operations and events through the use of risk management plans and/or risk registries.

Conduct Standards

5. The CFF 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
    d) Volunteers
    e) Directors and Committee Members
    f) Parents and Spectators

6. The *Safe Sport Policy Manual* will contain detailed definitions of key terms, including:
    a) Maltreatment
    b) Harassment
    c) Discrimination
    d) Workplace Harassment
    e) Workplace Violence

Anti-Doping

7. The *Code of Conduct and Ethics* will indicate that the CFF adopts and adheres to the Canadian Anti-Doping Program.

Social Media

8. The CFF will adopt a *Social Media Policy* that describes standards of conduct that are expected on social media by Participants. The *Social Media Policy* will indicate specific conduct standards and risks that are common and/or exclusive to social media.

9. The *Social Media Policy* will highlight the importance of responsible coach-athlete interaction on social media and will provide examples of violations of conduct standards.

Athlete Protection

Screening

10. The CFF will adopt a comprehensive *Screening Policy* that requires some Participants to pass a screening process before being permitted to interact with athletes. The *Screening Policy* will:
    a) Categorize positions in the organization as 'Low Risk', 'Medium Risk', and 'High Risk' and require progressive screening measures for individuals serving in each category of risk.
    b) Describe how frequently some Participants must obtain a criminal record check and which type of check(s) they must obtain.
    c) Describe how frequently some Participants must submit Screening Disclosure Forms and Screening Renewal Forms
    d) Empower a Screening Committee to prohibit Participants who do not pass screening from participating in certain positions.
    e) Empower a Screening Committee to attach conditions to a Participant's participation in certain positions.

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

Training

12. The CFF requires mandatory training on preventing and addressing harassment and abuse for the following categories of Participants:
    a) Category 1 – Individuals in decision-making positions at the CFF:
        i. Senior staff
        ii. High Performance Directors
        iii. Case Managers / Adjudicators / Investigators
        iv. Board of Directors (when the Board is an operational Board)

    b) Category 2 – Athletes and individuals direct contact with Athletes:
        i. National Team Program Athletes
        ii. Junior National Team Athletes
        iii. Parents of underage National/Junior National Team Athletes
        iv. High Performance Staff
        v. Training Centre Staff
        vi. CFF-Appointed Coach Developers
        vii. Integrated Support Personnel: Mental, Strength and Conditioning, Nutrition, etc.
        viii. Coaches: Paid, Unpaid
        ix. Sport Assistants, guides, interpreters, etc.
        x. Contractors (with direct Athlete contact)
        xi. Officials

    c) Category 3 – Individuals with no direct Athlete contact:
        i. Organizing Committees
        ii. Admin/Finance Committees

iii. Governance Committees/Judicial Boards
iv. Board of Directors (when the Board is a governance Board)
v. Event volunteers
vi. Office Staff

13. Categories of Participants must take the following training:
    a) Category 1 – CAC Safe Sport Training – Decision Makers
    b) Category 2 – CAC Safe Sport Training – Direct Athlete Contact
    c) Category 3 – CAC Safe Sport Training – No Direct Athlete Contact

14. 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

15. The CFF 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.

16. The CFF will provide annual, up-to-date information on the CFF's policies and procedures related to Maltreatment.

Resources

17. The CFF 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
    c) Commit to Kids
    d) Red Cross – Respect Education Courses

Athlete Engagement

18. The CFF 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

19. The CFF will have a comprehensive suite of dispute resolution policies that will include:
    a) *Discipline and Complaints Policy*
    b) *Appeals Policy*
    c) *Dispute Resolution Policy*

d) *Event Discipline Procedure*
e) *Whistleblower Policy*

20. 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) 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.
    j) In-event discipline procedures (when an event does not have its own disciplinary procedures).

Alignment

21. The CFF recognizes the importance of safe sport for athletes and participants across the country. The CFF will adopt a *Reciprocation Policy* that will require:
    a) Provincial/Territorial Member Organizations and Registered Clubs to report discipline decisions to the CFF.
    b) The distribution of discipline decisions to all Provincial/Territorial Member Organizations and to applicable Registered Clubs
    c) The CFF, Provincial/Territorial Member Organizations and Registered Clubs to recognize and enforce sanctions imposed by the CFF, a Provincial/Territorial Member Organization, or a Registered Club
    d) Recognition and enforcement of sanctions imposed by the CFF.

Obligations – Reporting and Third-Party Case Management

22. The policies of the CFF will include requirements that certain complaints must be reported to government entities, local police services, and/or child protection agencies.

23. The policies of the CFF will include requirements that complaints must be received by an independent third party that has no conflict of interest or bias.

Records

24. The CFF 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

25. The CFF will have a comprehensive plan in which athlete protection and safe sport are top priorities for the organization.

26. The CFF will adopt a *Risk Management Policy* that will describe how the organization will address risks ranging from 'Unlikely' to 'Almost Certain' and from 'Minor' to 'Catastrophic'. The CFF will contemplate risk management strategies that retain, reduce, transfer, and/or avoid the risk. Risks

can occur in the following areas:

a) Operational/Program
b) Compliance
c) Communication
d) External
e) Governance
f) Financial
g) Health and Safety

27. The CFF 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.

28. The CFF will continually monitor and evaluate its policies, practices, and procedures.

Policy History	
Approved	**March 21, 2021**
Next Review Date	**March 21, 2024**