

Cross Country Yukon

Policy title: Safe Sport¹

Original date: March 29, 2023

Definitions

1. The following terms have these meanings in this Policy:

- a) “Athlete” – An individual who is an athlete participant of the Organization who is subject to the policies of Cross Country Yukon and Nordiq Canada
- b) “the Organization” – Cross Country Yukon, a territorial member of Nordiq Canada
- c) “Participants” – Refers to all categories of individual members and/or registrants defined in the By-laws of the Organization who are subject to the policies of the Organization, as well as all people employed by, contracted by, or engaged in activities with, the Organization including, but not limited to, employees, contractors, Athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, parents or guardians, spectators, and Directors and Officers
- d) “Person in Authority” – An Individual who holds a position of authority within the Organization including, but not limited to, coaches, managers, support personnel, chaperones, and Directors
- e) “Vulnerable Participants” – Includes minors and vulnerable adults (people who, because of age, disability or other circumstance, are in a position of dependence on others or are otherwise at a greater risk than the general population of being harmed by people in positions of trust or authority)

Purpose

2. This Policy describes how the Organization aims to provide a safe sport environment.

Commitment to True Sport Principles

3. The Organization 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.

¹ This policy includes content that is adapted from the Universal Code of Conduct to Prevent and Address Maltreatment in Sport, and the Safe Sport policies of Nordiq Canada and Cross Country Yukon.

- 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 Organization 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.
- a) 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.
- b) Participants in positions of trust and authority have the general responsibility to protect the health and well-being of all other Participants.
- c) 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.
- d) 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.
- e) 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.
- f) All adults working with children and youth have a duty to prevent or mitigate risk to vulnerable populations
- g) 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 the Organization are expected to live the True Sport Principles and the Organization pledges to embed the True Sport Principles in its governance and operations in the following ways:

- a) Conduct Standards – the Organization will adopt comprehensive conduct standards that are expected to be followed by Participants

- b) Athlete Protection – the Organization will provide coaches and other stakeholders with general and sport-specific athlete protection guidelines
- c) Dispute Resolution and Investigations – the Organization will abide by its Dispute Resolution Policy including 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 Organization will have strategic plans that reflect the organization's mission, vision, and values
- e) Governance – the Organization will have a diverse blend of sport leaders and will adhere to principles of good governance
- f) Risk Management – the Organization will abide by its Risk Management Policy to intentionally manage risks to its operations and events

Conduct Standards

6. The Organization 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) Directors and Committee Members
- e) Parents and Spectators

7. The Code of Conduct and Ethics will contain detailed definitions of key terms, including:

- a) Harassment
- b) Sexual Harassment
- c) Workplace Harassment
- d) Workplace Violence
- e) Discrimination
- f) Hazing

8. The Code of Conduct and Ethics will also define “vulnerable individuals” and describe the types of risk to vulnerable populations (e.g., Physical Abuse, Sexual Abuse, Emotional Abuse, and Neglect) that vulnerable individuals may be subjected to.

Anti-Doping

9. The Code of Conduct and Ethics will indicate that the Organization adopts and adheres to the Canadian Anti-Doping Program.

Social Media

10. The Organization will adopt Social Media Guidelines that describe standards of conduct that are expected on social media by Participants. The Social Media Guidelines will indicate specific conduct standards and risks that are common and/or exclusive to social media.

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

Athlete Protection

Screening

12. The Organization will abide by its Background Screening Guide that requires 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 Individuals must obtain a police records 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 its Board of Directors 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

13. The Organization will develop general and sport-specific Athlete Protection Guidelines that can be used by coaches, managers, medical personnel, and other persons in authority. the Organization may provide training on the guidelines and take steps to ensure the guidelines are being implemented. The Organization will conduct a regular review of the guidelines to add and/or modify new guidelines as appropriate.

Resources

14. The Organization 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

15. The Organization 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

16. The Organization will have a comprehensive suite of dispute resolution policies that will include:

- a) Discipline Policy
- b) Dispute Resolution and Appeal Policy
- c) Investigations Procedure

17. 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
- g) Independency of appeal procedures (when appeals are permitted)
- h) Opportunity for alternate dispute resolution
- i) Investigations of certain complaints (e.g., when required by law and/or when the complaint
- j) involves harassment, abuse, or discrimination)
- k) In-event discipline procedures (when an event does not have its own disciplinary procedures)

Reporting Obligations

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

Records

19. The Organization 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

20. The Organization will have a comprehensive Strategic Plan in which athlete protection and safe sport are top priorities for the organization.

21. The Organization 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 Organization 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

22. The Organization will pursue a governance structure that reflects the diversity of the athletes and stakeholders within the sport, that adheres to all applicable federal and/or territorial legislation, and that moves toward a national alignment strategy for the sport in Canada.

23. The Organization will continually monitor and evaluate its policies, practices, and procedures.

Communication

24. This Policy will be posted on the organization's website and communicated to all member organizations and individual members and participants.