

# Nordiq Canada Safe Sport Policy

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Policy

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## STATEMENT ON SAFE SPORT

Nordiq Canada has a fundamental obligation and responsibility to protect the health, safety and physical and mental well-being of every individual that is involved with Nordiq Canada.

Nordiq Canada takes any situation involving misconduct or maltreatment very seriously. For this reason, Nordiq Canada is 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 Nordiq Canada, 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 Nordiq Canada's Independent Third Party responsible for managing complaints, which will then determine the appropriate forum and manner to address the complaint:

### **Nordiq Canada's Independent Third Party:**

**Brian Ward**

[brianward@globalserve.net](mailto:brianward@globalserve.net)

Nordiq Canada 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>Policy</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. 6 Discipline and Complaints Policy para. 7
Scope and Application 2.1.3	Code of Conduct para. 12b
Scope and Application 2.1.4	Code of Conduct para. 9-10
Scope and Application 2.1.5	Code of Conduct para. 11
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. 39
Considerations 3.2	Discipline and Complaints Policy para. 37-38
Presumptive Sanctions 3.3	Discipline and Complaints Policy para. 40
Public Disclosure 3.4	Discipline and Complaints Policy para. 50

## SAFE SPORT POLICY

*\* Indicates a section that has been adapted from the Universal Code of Conduct to Prevent and Address Maltreatment in Sport ("UCCMS")*

### Definitions

1. Terms in this Policy are defined as follows:

- a) **\*Athlete** – An individual who is an Athlete Participant in Nordiq Canada who is subject to the UCCMS and the policies of Nordiq Canada
- b) **\*Minor** – as defined in the UCCMS and also provided in Appendix A of the *Code of Conduct and Ethics*
- c) **\*Participants** – Refers to all categories of individual members and/or registrants defined in the By-laws of Nordiq Canada who are subject to the UCCMS and the policies of Nordiq Canada, as well as all people employed by, contracted by, or engaged in activities with, Nordiq Canada 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) **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 Nordiq Canada aims to provide a safe sport environment.

### Commitment to True Sport Principles

3. Nordiq Canada 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. \*Nordiq Canada 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**

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

## Conduct Standards

6. Nordiq Canada has adopted a *Code of Conduct and Ethics* that describes standards of conduct and behaviour for all Participants. General standards of conduct apply to all Participants and specific standards are described for positions within the organization. The *Code of Conduct and Ethics* will have specific stakeholder sections, including but not limited, to:
  - a) Athletes
  - b) Coaches
  - c) Officials
  - 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 Nordiq Canada adopts and adheres to the Canadian Anti-Doping Program.

### *Social Media*

9. Nordiq Canada has adopted a *Social Media Policy* that describes standards of conduct that are expected on social media by Participants. The *Social Media Policy* indicates specific conduct standards and risks that are common and/or exclusive to social media.

10. The *Social Media Policy* highlights the importance of responsible coach-athlete interaction on social media and provides examples of violations of conduct standards.

## **Athlete Protection**

### *Screening*

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

## *Training*

13. Nordiq Canada 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 Nordiq Canada:
  - i. Senior staff
  - ii. High Performance Directors
  - iii. Case Managers / Adjudicators / Investigators
- b) Category 2 – Athletes and individuals in 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. Nordiq Canada-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

14. Categories of Participants must take the following training:

- a) Category 1 – CAC Safe Sport Training, Canadian Centre for Child Protection Commit to Kids, or Respect Group Respect in Sport
- b) Category 2 – CAC Safe Sport Training, Canadian Centre for Child Protection Commit to Kids, or Respect Group Respect in Sport
- c) Category 3 – CAC Safe Sport Training, Canadian Centre for Child Protection Commit to Kids, or Respect Group Respect in Sport

15. 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

16. Nordiq Canada 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.

17. Nordiq Canada will provide annual, up-to-date information on their policies and procedures related to Maltreatment.

#### *Resources*

18. Nordiq Canada 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*

19. Nordiq Canada 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**

20. Nordiq Canada will have a comprehensive suite of dispute resolution policies that will include:

- a) Discipline and Complaints Policy
- b) Appeal Policy
- c) Dispute Resolution Policy
- d) Event Discipline Procedure
- e) Whistleblower Policy

21. 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, to the maximum extent possible
- g) Independence of appeal procedures, when appeals are permitted
- h) Opportunity for alternative dispute resolution
- i) Investigations of complaints as circumstances merit
- j) In-event discipline procedures (when an event does not have its own disciplinary procedures)

### *Alignment*

22. Nordiq Canada recognizes the importance of safe sport for Athletes and Participants across the country. Nordiq Canada will adopt a *Reciprocation Policy* that requires:

- a) Division Members and Clubs to report discipline decisions to Nordiq Canada
- b) The distribution of discipline decisions to all Division Members and Clubs
- c) Nordiq Canada, Division Members, and Clubs to recognize and enforce sanctions imposed by Nordiq Canada, Division Members, and Clubs
- d) Recognition and enforcement of sanctions imposed by Nordiq Canada, a Division Member, or a Club

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

23. The policies of Nordiq Canada include requirements that certain complaints must be reported to government entities, local police services, and/or child protection agencies.

24. The policies of Nordiq Canada include requirements that complaints must be received by an independent third party who has no conflict of interest or bias.

### *Records*

25. Nordiq Canada 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**

26. Nordiq Canada will have a comprehensive plan in which athlete protection and safe sport are top priorities for the organization.

27. Nordiq Canada has adopted a *Risk Management Policy* that describes how the organization will address risks ranging from 'Unlikely' to 'Almost Certain' and from 'Minor' to 'Catastrophic'. Nordiq Canada 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

28. Nordiq Canada 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.

29. Nordiq Canada will continually monitor and evaluate its policies, practices, and procedures.