

STATEMENT ON SAFE SPORT

Ringette Canada's primary concern and responsibility is to act in order to protect the health, safety and physical and mental well-being of every individual that is involved in the Canadian Ringette community.

Ringette Canada takes situations involving misconduct or maltreatment very seriously. For this reason, Ringette Canada is committed to enacting and enforcing strong, clear, and effective policies and processes for preventing and addressing all forms of misconduct or maltreatment.

Ringette Canada's 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. They are also intended to prevent issues from arising in the first place by communicating expected standards of behaviour.

Furthermore, Ringette Canada has adopted the Universal Code of Conduct to Prevent and Address Maltreatment in Sport ("UCCMS"), as amended from time to time, which shall be incorporated into this Policy by reference as if set out in full herein.

Should any Participants involved with Ringette 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 must follow the process as set out in Ringette Canada's *Discipline and Complaints Policy*.

The policies that make up Ringette Canada's Safe Sport policy suite include the following:

- Statement on Safe Sport & Safe Sport Policy
- Athlete Protection Policy
- Screening Policy
- Code of Conduct and Ethics Policy
- Social and Electronic Communication Media Policy
- Discipline and Complaints Policy
- Dispute Resolution Policy
- Appeal Policy
- Reciprocation Policy
- Concussion Policy and Return to Play Protocol
- Whistleblower Policy
- Risk Management Policy

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* 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 that carry specific meaning will be capitalized and are defined in the *Code of Conduct and Ethics Policy*.

Purpose

2. This Policy sets out Ringette Canada's commitment to safe sport and describes how Ringette Canada intends to provide a safe sport environment.

Commitment to a Sport Environment Free from Maltreatment

3. *Ringette Canada makes the following commitments to a sport environment free from Maltreatment:
 - a) Ringette Canada is committed to creating a sport environment that is accessible, inclusive, respects its Participants' personal goals and is free from all forms of Maltreatment.
 - b) Addressing the causes and consequences of Maltreatment is a collective responsibility and requires the deliberate efforts of Participants, sport stakeholders, sport club administrators and organization leaders.
 - c) Ringette Canada's commitments are in recognition of the fact 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 may be more vulnerable to experiences of Maltreatment.
 - d) Ringette Canada's commitments are in recognition of the fact that individuals who experience Maltreatment may experience a range of effects that may emerge at different times and that can profoundly affect their lives.
 - e) In recognition of the historic vulnerability to discrimination and violence amongst some groups that continues to persist today, Ringette Canada commits to incorporate strategies to recognize systemic bias, unconscious bias, and to respond quickly and effectively to discriminatory practices.

Conduct Standards

4. Ringette Canada will adopt and maintain a *Code of Conduct and Ethics Policy* that describes standards of conduct and behaviour for Participants. General standards of conduct apply to Participants and specific standards should be described for positions within Ringette Canada. The *Code of Conduct and Ethics Policy* will have specific stakeholder sections, including but not limited, to:
 - a) Athletes
 - b) Coaches
 - c) Officials
 - d) Volunteers
 - e) Directors, employees and Committee Members
 - f) Parents and Spectators
5. The *Code of Conduct and Ethics Policy*, or other relevant policies, will contain detailed definitions of key terms, including Maltreatment, Harassment, and Discrimination.

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Anti-Doping

6. The *Code of Conduct and Ethics Policy*, in addition to the *Anti-Doping Policy*, will indicate that Ringette Canada adopts and adheres to the Canadian Anti-Doping Program (CADP) in recognition that by participating in their sport, Participants are subject to the CADP.

Social Media

7. Ringette Canada will adopt and maintain a policy and/or set of guidelines on social media that describes standards of conduct that are expected of Participants when using social media, including responsible coach-athlete interaction on social media.

Concussion and Safe Return to Play Protocol

8. Ringette Canada will adopt and maintain a policy and/or protocol on concussion safety that outlines Ringette Canada's approach to assessing and managing concussions and a procedure for the safe return to play following a concussion.

Athlete Protection

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

Screening

10. Ringette Canada will adopt and maintain a comprehensive *Screening Policy* that requires some Participants, depending on their level of risk, to pass a screening process before being permitted to interact with athletes.

11. The *Screening Policy* will:

- a) Categorize positions in Ringette Canada as 'Low Risk', 'Medium Risk', and 'High Risk' and require progressive screening measures for Participants serving in each level 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.

Training

12. Ringette Canada will require all Participants to be trained on preventing and addressing Harassment and Maltreatment. Participants must take either the CAC Safe Sport Training or Respect in Sport for Activity Leaders training.

13. Ringette Canada will categorize Participants into three categories for the purposes of safe sport training:

- a) Category I – Individuals in decision-making positions at Ringette Canada:

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- i. Employees
- ii. 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. Ringette 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
 - v. Event volunteers
 - vi. Office Staff

14. Based on the category a Participant belongs to, 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 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. Ringette 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.

16. Ringette Canada will provide up-to-date information annually on their policies and procedures related to Maltreatment.

Resources

17. Ringette Canada will provide information to Participants about resources and training related to athlete protection. Resources and training opportunities can include:
- a) [NCCP modules](#)

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- b) [Respect in Sport](#)
- c) [Commit to Kids](#)
- d) [Red Cross – Respect Education Courses](#)

Athlete Engagement

18. Ringette 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 Ringette Canada decision-making
 - c) Independently led athlete outreach consultations

Risk Management

19. Ringette Canada will adopt and maintain a *Risk Management Policy* that describes how Ringette Canada will address and respond to risks.

Dispute Resolution

20. Ringette Canada will adopt and maintain dispute resolution policies that will include a:
- a) *Discipline and Complaints Policy*;
 - b) *Dispute Resolution Policy*;
 - c) *Appeal Policy*; and,
 - d) *Whistleblower Policy*
21. Taken together, the suite of dispute resolution policies will include the following features:
- a) An impartial (and independent, where appropriate) individual or entity to whom complaints or appeals 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 investigators.
 - e) Protection from retaliation for submitting complaints.
 - f) Opportunity for alternative dispute resolution, such as mediation.
 - g) Investigations of complaints where circumstances merit.

Alignment

22. In recognizing the importance of safe sport across the country and entire sport system, Ringette Canada will collaborate with its PTSOs and Local Associations with the aim of establishing a safe sport approach that is as aligned and effective as possible.
23. Ringette Canada also recognizes the importance of information sharing for the consistent enforcement of discipline decisions and for preventing repeat violations by the same individual. As such, Ringette Canada will adopt a *Reciprocation Policy* that will set out the requirements and details surrounding the sharing of discipline decisions between Ringette Canada, PTSOs and Local Associations.
24. Furthermore, discipline decisions or other relevant information may be shared with other individuals or organizations as required, including other national sport organizations, provincial/territorial sport organizations, multi-sport organizations, and government entities. Any such information retained and

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disclosed will be in accordance with applicable law and Ringette Canada policies, including Ringette Canada's *Confidentiality Policy* and *Privacy Policy*.

Monitoring & Evaluation

25. Ringette Canada will continually monitor and evaluate its policies, practices, and procedures.

This Policy is subject to review at least once every three years

Date of last review: February 15, 2023

Previous date of last review: December 2020

The publication of Ringette Canada statement will be in the English and French languages. In the case of conflicting interpretations, the English version will prevail.