

CANADIAN SPORT CENTRE – SASKATCHEWAN (“CSCS”) SAFE SPORT STATEMENT

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

The procedures and processes 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 CSCS wish to report any instance of misconduct or maltreatment by a Representative, they may submit a complaint to CSCS’s Independent Third-Party who will address and manage the complaint:

ADR Institute of Saskatchewan Inc.
Box 22015 RPO Wildwood
Saskatoon, SK S7H 5P1
 President- Scott Siemens
 President@adrsaskatchewan.ca

CSCS also recognizes the recent development of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (“UCCMS”) and its responsibility as a federally-funded sport organization to integrate the UCCMS into its policies. CSCS’s policies incorporate the key elements of the current version of the UCCMS as follows (which are noted in the respective document by an *):

UCCMS v. 5.1 Section	CSCS Policies
Section 1.3 – Consensus Statements	Safe Sport Policy para. 3
Scope and Application 2.1.3	Code of Conduct para. 8e
Scope and Application 2.1.4	Code of Conduct para. 5-6
Scope and Application 2.1.5	Code of Conduct para. 7
Scope and Application 2.1.6	Discipline and Complaints Policy – Appendix A.7
Maltreatment 2.2	Code of Conduct – Appendix A
Retaliation 2.2.6.1.2	Discipline and Complaints Policy para. 27
Sanctions 3.1	Discipline and Complaints Policy para. 21
Considerations 3.2	Discipline and Complaints Policy para. 19-20
Presumptive Sanctions 3.3	Discipline and Complaints Policy para. 22
Public Disclosure 3.4	Discipline and Complaints Policy para. 26

SAFE SPORT POLICY

* Indicates a section that has been adapted from the Universal Code to Prevent and Address Maltreatment in Sport (“UCCMS”)

Definitions

1. The following definitions have these meanings in this Policy Statement:
 - a) “Athlete” – An individual who is a client of CSCS and who participates in CSCS’s programming
 - b) “Maltreatment” - as defined in the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (“UCCMS”) and also provided in **Appendix A** in the *Code of Conduct and Ethics*
 - c) “Representative” – Individuals employed by, or engaged in activities on behalf of, CSCS including: Directors, staff members, contract personnel, and volunteers

Purpose

2. The Policy describes how CSCS aims to provide a safe sport environment.

Commitment to a Sport Environment Free from Maltreatment

3. *CSCS makes the following commitments to a sport environment free from Maltreatment:
 - a) Addressing the causes and consequences of Maltreatment is a collective responsibility and requires the deliberate efforts of all Representatives, sport stakeholders, sport club administrators and organization leaders.
 - b) Representatives in positions of trust and authority have the general responsibility to protect the health and well-being of all other Representatives.
 - c) Adult Representatives 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 Representatives 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 Representatives 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 opportunities for misconduct.
 - g) In recognition of the historic vulnerability to discrimination and violence amongst some groups, and that continues to persist today, Representatives 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

Conduct Standards

4. CSCS will adopt a *Code of Conduct and Ethics* that describes standards of conduct and behaviour for all Representatives.
5. The *Code of Conduct and Ethics* will contain detailed definitions of key terms, including:
 - a) Maltreatment
 - b) Harassment

Anti-Doping

6. CSCS adopts and adheres to the Canadian Anti-Doping Program.

Training and Resources

Prevention

7. Representatives are required to indicate, in writing, that they agree to adhere to the organization's policies for safe sport and will provide updates to these documents whenever they occur.
8. CSCS will provide Representatives with annual, up-to-date information about its policies and procedures related to Maltreatment.

Training

9. CSCS requires mandatory training on preventing and addressing harassment and abuse for the following Representatives:
 - a) Contractors and employees who work with Athletes
 - b) Volunteers who work directly with Athletes
10. Training on preventing and addressing harassment and abuse for the following Representatives is encouraged but not mandatory:
 - a) Board of Directors
 - b) Staff
 - c) Committee Members
11. Those required by this policy, must take the Respect in Sport Activity Leader or [CAC Safe Sport Training](#) at whichever date is earlier:
 - a) Within 12 weeks of starting as a Representative; or
 - b) Prior to any unsupervised contact with an Athlete
12. CSCS will annually ensure that applicable Representatives have received up-to-date training. When the training program has been substantially updated to include new information or resources, or if the Representative's certification has expired, the Representative will be required to re-take the training.

Resources

13. CSCS will regularly provide information to Representatives about resources and training related to protection from maltreatment. Resources and training opportunities can include:
 - a) [NCCP modules](#)
 - b) [CAC Safe Sport](#) or [Respect in Sport](#)
 - c) [Commit to Kids](#)
 - d) [Red Cross – Respect Education Courses](#)

Dispute Resolution

14. CSCS will have dispute resolution policies that will include:
 - a) *Discipline and Complaints Policy*
 - b) *Code of Conduct and Ethics*
 - c) *Appeals Policy*
 - d) *Alternative Dispute Resolution Policy*
 - e) *Conflict of Interest Policy*
15. The 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) Opportunity for alternative dispute resolution
- g) Investigations of certain complaints

Records

16. CSCS 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

17. CSCS will have a comprehensive plan in which safe sport is a top priority for the organization.

18. CSCS will continually monitor and evaluate its policies, practices, and procedures.