

SAFE SPORT STATEMENT

CSCS takes any situation involving misconduct and Prohibited Behaviour 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 and Prohibited Behaviour.

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 Prohibited Behaviour by a Representative or Client, they may submit a complaint in accordance with CSCS's *Discipline and Complaints Policy*.

CSCS also recognizes 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.

The CSCS has adopted the UCCMS, which shall be incorporated by reference in its *Code of Conduct and Ethics* as if set out in full therein. Any amendments to the UCCMS shall take effect immediately upon adoption without the need for any further action by the CSCS.

SAFE SPORT POLICY

Purpose

1. The Policy describes how CSCS aims to provide a Safe Sport environment.

Commitment to a Sport Environment Free from Prohibited Behaviour and Maltreatment

2. CSCS makes the following commitments to a sport environment free from Prohibited Behaviour:
 - a) Addressing the causes and consequences of Prohibited Behaviour is a collective responsibility and requires the deliberate efforts of all Representatives and Clients, 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 and Clients.
 - c) Adult Representatives have a specific ethical and statutory duty and the additional responsibility to respond to incidents of Prohibited Behaviour involving Minors and other Vulnerable Participants.
 - d) All Representatives and Clients recognize that Prohibited Behaviour 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 Prohibited Behaviour.
 - e) All Representatives and Clients recognize that individuals who have experienced Prohibited Behaviour, and Maltreatment in particular, 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

3. CSCS will adopt a *Code of Conduct and Ethics* that describes standards of conduct and behaviour for all Representatives and Clients, as applicable.
4. The *Code of Conduct and Ethics* will contain or incorporate by reference detailed definitions of key terms, including:
 - a) Maltreatment
 - b) Prohibited Behaviour

c) Harassment

Additional key terms may be adopted or incorporated by reference in the *Code of Conduct and Ethics* by the CSCS.

Anti-Doping

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

Training and Resources

Prevention

6. Representatives are required to indicate to the CSCS, in writing, that they agree to be subject to and will respect the CSCS's policies for Safe Sport and will provide updates to these documents whenever they occur.
7. CSCS will provide Representatives with annual, up-to-date information about its policies and procedures related to any form of misconduct or Prohibited Behaviour.

Training

8. CSCS requires mandatory training on preventing and addressing misconduct Prohibited Behaviour, Maltreatment, Harassment and abuse for the following Representatives:
- a) Contractors and employees who work with Athletes
 - b) Volunteers who work directly with Athletes
9. Training on preventing and addressing misconduct, Prohibited Behaviour, Maltreatment Harassment and abuse for the following Representatives is encouraged but not mandatory:¹
- a) Board of Directors
 - b) Staff
 - c) Committee Members
10. 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
 - b) Prior to any unsupervised contact with an Athlete
11. 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

¹ CSCS is a Signatory to the CSSP. Notwithstanding any direction on training contained in this Policy, Representatives who are designated CSSP Participants may also be required to complete any training mandated by Sport Integrity Canada.

12. CSCS will regularly provide information to Representatives about resources and training related to protection from Prohibited Behaviour. 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

13. 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
14. 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 or retaliation for submitting complaints
 - f) Opportunity for alternative dispute resolution
 - g) Investigations of certain complaints

Records

15. 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.
16. Records shall be retained and discarded in accordance with the relevant and applicable privacy legislation and CSCS's *Privacy Policy*.

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.