ATHLETICS IN CANADA SAFE SPORT POLICY

Introduction

Athletics Canada (AC) and its Provincial/Territorial Branches are committed to good governance, ethical conduct, and fostering a safe, respectful, and welcoming environment in athletics. This includes ensuring that all individuals including athletes, coaches, officials, and administrators can participate in athletics free from maltreatment.

The core objective of this policy is to set out minimum standards aimed at establishing a safe and positive environment within Athletics programs, activities, and events in Canada. This policy ensures that individuals are aware of the expectations of appropriate, respectful behaviour in alignment with Athletics Canada's core values of Excellence, Integrity, Engagement, Fun, and inclusiveness.

The policy applies uniformly across all Provincial and Territorial Branches, ensuring a consistent approach to safeguarding athletes and maintaining ethical standards in athletics throughout Canada.

Athletics in Canada Safe Sport Policy

Policy Points for Various Roles and Contexts

Athletics Canada (AC) and its Provincial/Territorial Branches are committed to ensuring the protection of all individuals involved in athletics, regardless of their role or level of participation. The following outlines the key responsibilities and policy points for various roles within the Athletics system in Canada, including Provincial/Territorial Branches, Member Clubs, Athletes, Coaches, Officials, and Administrators.

---

1. Athletics Canada

Role and Responsibilities:

- National Safe Sport Framework: Athletics Canada is responsible for establishing and maintaining the overall framework for the Athletics in Canada Safe Sport Program, which includes creating policies, protocols, and resources to prevent and address maltreatment and prohibited behaviors.
- Oversight and Monitoring: Support the Provincial/Territorial Branches in their implementation and adherence to the Athletics in Canada Safe Sport Policy.
- Training and Education: Provide training opportunities, tools, and resources to

support safe sport practices, ensuring all members are equipped to prevent, identify, and address issues related to maltreatment and prohibited behaviors.

- Complaint Mechanisms: Maintain and oversee a Safe Sport Complaint Mechanism, to address (i) national-level matters not within the mandate of Sport Integrity Canada, and (ii) provincial-level matters, ensuring a clear, accessible, and effective reporting process.

---

2. Provincial/Territorial Branches

Role and Responsibilities:

- Policy Implementation: Ensure the adoption and effective implementation of the Athletics in Canada Safe Sport Policy, along with its core set of policies, within each respective province/territory. This implementation must align with local regulations, best practices, and any region-specific requirements. The policies to be implemented include:
    - The Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)
    - Athletics in Canada Code of Conduct
    - Athletics in Canada Anti Doping Policy
    - Athletics in Canada Concussion Protocol Policy
    - Athletics in Canada Diversity, Equity, and Inclusion Policy
    - Athletics in Canada Screening Policy
    - Athletics in Canada Conflict of Interest Policy
    - Athletics in Canada Travel Policy
- Compliance Monitoring: Monitor compliance with the Athletics in Canada Safe Sport Policy and group of policies among member clubs, coaches, officials, athletes, and Administrators within the province/territory.
- Complaint Management: Adopt an independent mechanism for addressing “Provincial Level” complaints related to maltreatment, harassment, or prohibited behavior, as outlined in the UCCMS and Athletics in Canada Code of Conduct within the respective province/territory.

- Education and Training: Provide training for local coaches, officials, athletes, and administrators to enhance their knowledge of safe sport policies and procedures. Promote
- continuous education and awareness regarding ethical conduct, maltreatment prevention, and other relevant issues.

---

3. Member Clubs

Role and Responsibilities:

- Annual Membership: All member clubs must maintain an active club membership with their respective Provincial/Territorial Branch.
- Club Governance: All member clubs are required to appoint a Board of Directors responsible for overseeing the management, strategic direction, and overall operations of the club. The Board must ensure that the club's activities are conducted in accordance with applicable policies, regulations, and best practices.
- Adherence to National Safe Sport Policies: All member clubs must ensure the adoption and effective implementation of the Athletics in Canada Safe Sport Policy, along with its core set of policies, by all club members, including coaches, officials, athletes, and administrators. The policies to be implemented include:
- The Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)
    - Athletics in Canada Code of Conduct
    - Athletics in Canada Anti Doping Policy
    - Athletics in Canada Concussion Protocol Policy
    - Athletics in Canada Diversity, Equity, and Inclusion Policy
    - Athletics in Canada Screening & Safe Sport Training Policy
    - Athletics in Canada Conflict of Interest Policy
    - Athletics in Canada Travel Policy
- Complaint Management: All member clubs must provide clear guidance on how members can report complaints and ensure these are directed to the appropriate authorities (e.g., Provincial/Territorial Government Safe Sport Complaint Mechanism or Athletics Canada’s Commissioner’s Office).

- Risk Management: All member clubs must develop and implement a risk management plan, including emergency procedures, to ensure the safety and well-being of all individuals in the club, particularly athletes.
- Insurance: All member clubs are required to maintain comprehensive insurance coverage for all operations, activities, and events conducted by the club.

---

4. Coaches

Role and Responsibilities:

- Annual Membership: All coaches must maintain an active membership with their respective Provincial/Territorial Branch.
- Safe Sport Education and Training: All coaches must complete Safe Sport Training and refresh their training, at a minimum, every four years, as well as undergo any additional training mandated by relevant bodies.
- Criminal Records Check: All coaches must complete a Criminal Record Check and have it renewed, at a minimum, every three years.
- Coach Training & Certification: All coaches must complete, at a minimum, the National Coaching Certification Program (NCCP) Coach Initiation in Sport eLearning and are strongly encouraged to pursue further Training and Certification within the NCCP.
- Adherence to National Safe Sport Policies: All coaches are expected to consent and adhere to Athletics in Canada Safe Sport Policy, along with its core set of policies.

---

5. Officials

Role and Responsibilities:

- Annual Membership: All officials must maintain an active membership with their respective Provincial/Territorial Branch.
- Safe Sport Education and Training: All officials must complete Safe Sport Training and refresh their training, at a minimum, every four years, as well as undergo any additional training mandated by relevant bodies.
- Criminal Records Check: All officials must complete a Criminal Record Check and have it renewed, at a minimum, every three years.
- Officials Training & Certification: All officials must complete, at a minimum, their Level 1 Officials Training/Certification and are strongly encouraged to pursue further

Training and Certification.

- Adherence to National Safe Sport Policies: All officials are expected to consent and adhere to Athletics in Canada Safe Sport Policy, along with its core set of policies.

---

6. Athletes

Role and Responsibilities:

- Annual Membership: All athletes must maintain an active membership with their respective Provincial/Territorial Branch.
- Adherence to National Safe Sport Policies: All athletes are expected to consent and adhere to Athletics in Canada Safe Sport Policy, along with its core set of policies.
- Safe Sport Education: All athletes must adhere to the principles of safe sport and comply with the UCCMS and Athletics in Canada Code of Conduct. Athletes in the U16, U18 and U20 age groups are required to be provided with access to annual Safe Sport Training. This training helps them recognize inappropriate behavior, understand their rights, and know how to seek support.
- Clean Sport: All athletes must adhere to the principles of clean sport and comply with anti- doping regulations as outlined by Athletics Canada and other relevant bodies. Athletes 14+ are required to be provided with access to Anti Doping Education (e.g. Sport Integrity Canada's "Clean Sport" online eLearning module) on an annual basis.

---

7. Administrators and Board Members

Role and Responsibilities:

- Annual Membership: All Administrators and Board Members must maintain an active membership with their respective Provincial/Territorial Branch.
- Safe Sport Education and Training: All Administrators and Board Members must complete Safe Sport Training and refresh their training, at a minimum, every four years, as well as undergo any additional training mandated by relevant bodies.
- Criminal Records Check: All Administrators and Board Members must complete a Criminal Record Check and have it renewed, at a minimum, every three years.
- Adherence to National Safe Sport Policies: All Administrators and Board Members are expected to consent and adhere to Athletics in Canada Safe Sport Policy, along with

its core set of policies.

Policy Enforcement and Compliance

- **Reporting Violations:** Any individual who violates the Athletics in Canada Safe Sport Policy, along with its core set of policies, may be subject to disciplinary action, up to and including suspension or expulsion from Athletics Canada or any affiliated body. All violations will be handled in accordance with the established complaint procedures.