



# **Freestyle Panorama Ski Club**

## **Code of Conduct**

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## 1. DEFINITIONS

**Athlete:** An individual who is a member, registrant or license holder of Freestyle Canada.

**Complainant:** A Member or observer who makes a report of an incident of Maltreatment or suspicions of an incident of Maltreatment.

**Consent by a Person over the Age of Majority:** Consent is defined in Canada's Criminal Code as the voluntary agreement to engage in the sexual activity in question. The law focuses on what the person was actually thinking and feeling at the time of the sexual activity. Sexual touching is only lawful if the person affirmatively communicated their consent, whether through words or conduct. Silence or passivity does not equal consent. Sexual activity is only legal when both parties consent.

The Criminal Code also says there is no consent when:

- Someone says or does something that shows they are not consenting to an activity;
- Someone says or does something to show they are not agreeing to continue an activity that has already started;
- Someone is incapable of consenting to the activity because, for example, they are unconscious;
- The consent is a result of someone abusing a position of trust, power or authority or someone consents on someone else's behalf.

A person cannot say they mistakenly believed a person was consenting if:

- that belief is based on their own intoxication;
- they were reckless about whether the person was consenting;
- they chose to ignore things that would tell them there was a lack of consent;
- or they didn't take proper steps to check if there was consent.

Sexual activity with a Minor is a criminal offence as is sexual activity with a person under the age of 18 years when the other person is in a position of trust or authority.

**Disclosure:** The sharing of information by a Member regarding an incident or a pattern of Maltreatment experienced by that Member. Disclosure does not constitute a formal report that initiates a process of investigation to address the Maltreatment.

**Duty to Report under Child Protection Legislation:** A legal duty to report is mandated by law, and the requirement varies by province depending on provincial legislation. Everyone has a duty to report child abuse and Neglect under Canadian child welfare laws. Professionals who work with children and youth have an added responsibility to report. Adults are obliged to report child Maltreatment if there is knowledge or suspicion that it is occurring. This is called the "duty to report." Known or suspected abuse or Neglect of a child must be reported to: local child welfare services (e.g., children's aid society or child and family services agency), provincial/territorial social service ministries or departments, or local police.

**Duty to Report Concerns Outside of Child Protection Legislation:** Members have a duty to report concerns of inappropriate conduct of other Members to uphold the ethical



standards and values of Canadian sport. Reporting inappropriate conduct is important to ensure proper action is taken and expectations are re-established. By addressing inappropriate conduct, a collective responsibility to protect Members from Maltreatment is enacted.

**Grooming:** Deliberate conduct by a Member to sexualize a relationship with a Minor that involves the gradual blurring of boundaries and normalization of inappropriate and sexually abusive behavior. During the grooming process, the Member will gain the trust of the Minor and protective adults and peers around the Minor, often under the guise of an existing relationship. Manipulation tactics are then used to blur perceptions and gain further access to, and private time with, the Minor in order to abuse or exploit the Minor. Grooming can occur whether or not harm is intended or results from the behavior.

**Members:** All categories of Freestyle Panorama Ski Club Member, as well as all individuals engaged in activities with the Freestyle Panorama Ski Club (FPSC), including but not limited to, athletes, coaches, officials, judges, volunteers, directors, officers, administrators, spectators and parents of members.

**Maltreatment:** Volitional acts that result in harm or the potential for physical or psychological harm. Any of the various prohibited behaviors and conduct described in Section 4: RESPONSIBILITIES AND TYPES OF MALTREATMENT.

**Minor:** An individual who is under the age of majority at the time and in the jurisdiction where the alleged Maltreatment occurred. It is the responsibility of the adult to know the age of a Minor. In BC, a Minor is any individual aged 18 or younger. Note: Children with disabilities are eligible for protective services until age 19.

**Neglect:** Any pattern or a single serious incident of lack of reasonable care, inattention to a Member's needs, nurturing or well-being, or omissions in care. Neglect is determined by the objective behavior but the behavior must be evaluated with consideration given to the Member's needs and requirements, not whether harm is intended or results from the behavior.

**Physical Maltreatment:** Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to the physical well-being of the Member. Physical Maltreatment includes, without limitation, contact or non-contact infliction of physical harm. Physical Maltreatment is determined by the objective behavior, not whether harm is intended or results from the behavior.

**Power Imbalance:** A Power Imbalance may exist where, based on the totality of the circumstances, a Member has supervisory, evaluative, a duty of care, or other authority over another Member. A Power Imbalance may also exist between an Athlete and other adults involved in sport in positions such as directors, sport specific health-care providers, or care and support persons. Maltreatment occurs when this power is misused.

Once a coach-Athlete relationship is established, a Power Imbalance is presumed to exist throughout the coach-Athlete relationship, regardless of age, and is presumed to continue



for Minor Athletes after the coach-Athlete relationship terminates or until the Athlete reaches 25 years of age.

A Power Imbalance may exist, but is not presumed, where an intimate relationship existed before the sport relationship commenced (e.g., a relationship between two spouses or life partners, or a sexual relationship between consenting adults that preceded the sport relationship).

A Power Imbalance may arise whether the Members are in:

- An authority-based relationship in which one person has power over another by virtue of an ascribed position of authority, such as between high performance director and coach; employer and employee; technical official and Athlete.
- A dependency relationship in which the person in a position of lesser power is dependent upon the other person for a sense of security, safety, trust, and fulfillment of needs, conducive to intimate physical or psychological connections, such as between parent and child; coach and Athlete; high performance director and Athlete, sport science and medical support staff and Athlete; billet or host family and Athlete.
- A peer-to-peer relationship, including but not limited to teammate-teammate, athlete-athlete, coach-coach or official-official relationships. Power may be represented by seniority, ability, physical size, public profile, gender identity or expression, sexual orientation, ethno-racial identity, level of physical and intellectual disability, and their intersections, as some examples.

Maltreatment occurs when this power is misused. Moreover, it is recognized that those from traditionally marginalized groups have experienced positions of lesser power.

**Psychological Maltreatment:** Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to the psychological well-being of the Member. Psychological Maltreatment includes, without limitation, verbal conduct, non-assaultive physical conduct, and conduct that denies attention or support. Psychological Maltreatment is determined by the objective behavior, not whether harm is intended or results from the behavior.

**Reporting (or Report):** The provision of information in writing by any person or a Member to a relevant independent authority (the independent person or position charged with receiving a report and determining next steps) regarding Maltreatment. Reporting may occur through either: (i) the Complainant (of any age) or the one who experienced the Maltreatment, or (ii) a witness – someone who witnessed the Maltreatment or otherwise knows or suspects Maltreatment. In either case, the intention of Reporting is to initiate an independent investigative process, which could result in disciplinary action being taken against the Respondent.

**Respondent:** A Member who is alleged to have engaged in Maltreatment and thereby to have violated this Code of Conduct.



**Sexual Maltreatment involving a Child:** Any form of adult/child sexualized interaction constitutes child sexual abuse. Sexual abuse of a child may occur through behaviors that do or do not involve actual physical contact.

**Sexual Maltreatment involving a person over the Age of Majority:** Any sexual act, whether physical or psychological in nature, that is committed, threatened, or attempted against a Member without the Member's Consent. It includes any act targeting a Member's sexuality, gender identity or expression, that is committed, threatened or attempted against a Member without that Member's Consent, and includes but is not limited to, the Criminal Code Offences of sexual assault, sexual exploitation, sexual interference, invitation to sexual touching, indecent exposure, voyeurism and non-consensual distribution of sexual/intimate images. Sexual Maltreatment also includes sexual harassment and stalking, cyber harassment, and cyber stalking of a sexual nature. Sexual Maltreatment can take place through any form or means of communication (e.g., online, social media, verbal, written, visual, hazing, or through a third party).

## **2. PURPOSE**

The purpose of this Code of Conduct is to ensure a safe and positive environment within FPSC programs, activities and events, by making all individuals aware that there is an expectation of appropriate behavior, consistent with the values of FPSC, at all times.

FPSC is committed to providing an inclusive, safe environment in which all individuals are treated with respect. Further, FPSC supports equal opportunity and prohibits discriminatory practices and practices involving Maltreatment. Members (Coaches, Athletes, Volunteers, Parents and anyone otherwise involved with FPSC) of FPSC are expected to conduct themselves at all times in a manner consistent with the values of FPSC that include fairness, integrity, open communication and mutual respect.

Conduct that violates this Code of Conduct may be subject to sanctions pursuant to FPSC's policies related to discipline and complaints.

## **3. APPLICATION OF THIS POLICY**

This policy applies to Members' conduct that may arise during the course of FPSC's business, activities and events, including but not limited to, office environment, competitions, training, camps, travel, and meetings.

This policy applies to Members' conduct that may occur outside of FPSC's business and events when such conduct adversely affects relationships within FPSC's work and sport environment and is detrimental to the image and reputation of the FPSC.

## **4. RESPONSIBILITIES AND TYPES OF MALTREATMENT**

Coaches and persons in a position of trust and authority shall maintain and enhance the dignity and self-esteem of FPSC's Members and other Individuals by ensuring no member is subjected to any form of Maltreatment:



## **a) Psychological Maltreatment**

Psychological Maltreatment includes, without limitation, verbal acts, non- assaultive physical acts and acts that deny attention or support such as:

### **i) Verbal Acts**

- Verbally assaulting or attacking someone, including but not limited to: unwarranted personal criticisms;
- body shaming; derogatory comments related to one's identity (e.g. race, gender identity or expression, ethnicity, Indigenous status, ability/disability, etc.);
- comments that are demeaning, humiliating, belittling, intimidating, insulting or threatening;
- practical jokes which cause awkwardness, embarrassment or endanger a person's safety or negatively affect performance;
- any form of hazing;
- condescending or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
- the use of rumors or false statements about someone to diminish that person's reputation; and
- using confidential sport and non-sport information inappropriately.

Verbal Maltreatment may also occur in online forms.

### **ii) Non-assaultive Physical Acts (no physical contact)**

Physically aggressive behaviors, including but not limited to: throwing objects at or in the presence of others without striking another; hitting, striking or punching objects in the presence of others.

### **iii) Acts that Deny Attention or Support**

Acts of commission by a Member that denies attention, lack of support or isolation including but not limited to: ignoring psychological needs or socially isolating a person repeatedly or for an extended period of time; abandonment of an Athlete as punishment for poor performance; arbitrarily or unreasonably denying feedback, training opportunities, support or attention for extended periods of time and/or asking others to do the same.

## **b) Physical Maltreatment**

Physical Maltreatment includes, without limitation, contact or non-contact behaviors that have the potential to cause physical harm such as:

### **i) Contact Behaviors**

Including but not limited to: deliberately punching, kicking, beating, biting, striking, strangling or slapping another; deliberately hitting another with objects.



## ii) Non-Contact Behaviors

Including but not limited to:

- isolating a person in a confined space;
- forcing a person to assume a painful stance or position for no athletic purpose (e.g., requiring an Athlete to kneel on a hard surface);
- the use of exercise for the purposes of punishment;
- withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep;
- denying access to a toilet; providing alcohol to a Member under the legal drinking age;
- providing illegal drugs or non-prescribed medications to a Member;
- encouraging or knowingly permitting an Athlete to return to play prematurely following any injury or after a concussion and without the clearance of a medical professional; and
- encouraging an Athlete to perform a skill for which they are known to not be developmentally ready.

## c) **Sexual Maltreatment**

Sexual Maltreatment includes, without limitation, any act targeting a person's sexuality, gender identity or expression, that is committed, threatened or attempted against a person, and includes but is not limited to the Criminal Code Offences of sexual assault, sexual exploitation, sexual interference, invitation to sexual touching, indecent exposure, voyeurism and non- consensual distribution of sexual/intimate images. Sexual Maltreatment also includes sexual harassment and stalking, cyber harassment, and cyber stalking of a sexual nature. Examples of Sexual Maltreatment include:

### i) Penetration

Any penetration of any part of a person's body, however slight, with any object or body part by a person upon another person, including but not limited to:

- vaginal penetration by a penis, object, tongue, or finger; and
- anal penetration by a penis, object, tongue, or finger.

### ii) Touching

Any intentional touching of a sexual nature of any part of a person's body, however slight, with any object or body part by a person upon another person, including but not limited to:

- kissing;
- intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, or intentionally touching of another with any of these body parts.
- any contact, no matter how slight, between the mouth of one person and the genitalia of another person, and



- making another touch themselves, the Member, or someone else with or on any of the body parts listed in b).
- any intentional touching in a sexualized manner of the relationship, context or situation.

### iii) Relationships

In addition to the criminal acts identified above, the FPSC prohibits sexual relations between an Athlete above the age of majority (18 and younger in BC) and a Member who holds a position of trust and authority on the basis that there can be no Consent where there is a Power Imbalance. A Power Imbalance that is presumed to exist may be challenged.

### d) **Neglect**

Neglect or acts of omission, includes without limitation:

- not providing an Athlete recovery time and/or treatment for a sport injury;
- not being aware of and not considering an individual's physical or intellectual disability;
- not considering supervision of an Athlete during travel, training or competition;
- not considering the welfare of the Athlete when prescribing dieting or other weight control methods (e.g., weigh-ins, caliper tests);
- disregarding the use of performance-enhancing drugs by an Athlete;
- failure to ensure safety of equipment or environment; and
- allowing an Athlete to disregard sport's rules, regulations, and standards, subjecting Members to the risk of Maltreatment.

### e) **Grooming**

Grooming is often a slow, gradual and escalating process of building trust and comfort with a young person. Grooming includes, without limitation, the process of making inappropriate behavior seem normal and gradually engaging in 'boundary violations' which have been professionally-identified to Canadian standards. Examples include:

- a degrading remark, a sexual joke, sexualized physical contact;
- adult Members sharing rooms with a Minor who is not an immediate family member;
- providing a massage or other purported therapeutic interventions with no specific training or expertise;
- private social media and text communications;
- sharing personal photographs;
- shared use of locker rooms;
- private meetings;
- private travel, and providing gifts).



Grooming usually begins with subtle behaviors that do not appear to be inappropriate. Many victims/survivors of sexual abuse do not recognize the grooming process as it is happening, nor do they recognize that this process of manipulation is part of the overall abuse process. In the grooming process, the offender begins by gaining trust of adults around the young person. The offender establishes a friendship and gains the young person's trust. Grooming then involves testing boundaries (e.g., telling sexual jokes, showing sexually explicit images, making sexual remarks). Typically, behavior moves from non-sexual touching to "accidental" sexual touching.

The young person is often manipulated into feeling responsible for the contact, is discouraged from telling anyone else about the relationship, and is made to feel obligated to protect the offender. The offender also builds trust with those close to the young person so that the relationship with the young person is not questioned.

**f) Process, Retaliation, and Aiding and Abetting**

Maltreatment related to Process, Retaliation, and Aiding and Abetting include without limitation:

i) Process

- falsifying, distorting, or misrepresenting information, the resolution process, or an outcome;
- destroying or concealing information;
- attempting to discourage an individual's proper participation in or use of FPSC's processes;
- harassing or intimidating (verbally or physically) any person involved in the FPSC's processes before, during, and/or following any FPSC proceedings;
- publicly disclosing a Member's identifying information, without the Member's agreement;
- failing to comply with any temporary or provisional measure or other final sanction;
- distributing or otherwise publicizing materials a Member gains access to during a FPSC investigation or hearing, except as required by law or as expressly permitted; or
- influencing or attempting to influence another person to interfere with or manipulate the process

ii) Retaliation

Retaliation is prohibited. A Member shall not take an adverse action against any person for making a good faith Report of possible Maltreatment or for participating in any process outlined in this policy. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in FPSC's processes.

Retaliation after the conclusion of investigation and sanction processes is also prohibited. Retaliation may be present even where there is a finding that no Maltreatment occurred.

Retaliation does not include good-faith actions lawfully pursued in response to a Report of possible Maltreatment

iii) Aiding and Abetting

Aiding and Abetting is any act taken with the purpose of facilitating, promoting, or encouraging the commission of Maltreatment by a Member. Aiding and Abetting also includes, without limitation, knowingly:

- allowing any person who has been suspended or is otherwise ineligible to be in any way associated with sport or to coach or instruct Members;
- providing any coaching-related advice or service to an Athlete who has been suspended or is otherwise ineligible; and
- allowing any person to violate the terms of their suspension or any other sanctions imposed.

**g) Maltreatment related to Reporting**

i) Mandated by Law

A legal duty to report actual or suspected Psychological Maltreatment, Sexual Maltreatment, Physical Maltreatment or Neglect involving a Minor is mandated by law. Furthermore, Members have a duty to report concerns of inappropriate conduct of other Members to uphold the ethical standards and values of FPSC and Freestyle Canada / BC.

## **5. GENERAL PROVISIONS**

All persons in a position of trust and authority shall also maintain and enhance the dignity and self-esteem of FPSC's Members and other Individuals by observing the following behaviors:

- i) Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability, economic status or any other reason;
- ii) Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct;
- iii) Consistently treating individuals fairly and reasonably;
- iv) Ensuring that the rules of freestyle skiing, FPSC and Panorama Mountain Resort, and the spirit of such rules, are adhered to.
- v) In the case of adults, manage the responsible consumption of alcoholic beverages, tobacco products and/or licit substances in social situations associated with FPSC events. Consumption of illicit substances is grounds for immediate dismissal.



- vi) In the case of Minors, refrain from possessing or consuming alcohol and/or tobacco products.
- vii) Comply at all times with the Constitution, Bylaws, policies, rules and regulations of the FPSC, as adopted and amended from time to time (As posted on the FPSC Website).

## 6. COACHES

In addition to Section 4 (RESPONSIBILITIES AND TYPES OF MALTREATMENT) above, Coaches have additional responsibilities. The athlete-coach relationship is a privileged one and plays a critical role in the personal as well as athletic development of their athletes. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches will at all times:

- i) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment;
- ii) Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes;
- iii) Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment and management of athletes' medical and psychological concerns;
- iv) Under no circumstances provide, promote or condone the use of drugs or performance enhancing substances or methods, and in the case of Minors, alcoholic beverages, tobacco products, and/or narcotics;
- v) Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise;
- vi) Where an athlete has qualified for an event, training camp, provincial team, national team, etc., the Coach will support the program, applicable coaching staff and FPSC.
- vii) Act in the best interest of the athlete's development as a whole person;
- viii) Recognize the power inherent in the position of a Coach and respect and promote the rights of all Members in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy); informed participation and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of Members who are in a vulnerable or dependent position and less able to protect their own rights (Section 4: RESPONSIBILITIES AND TYPES OF MALTREATMENT).
- ix) At all times practice the "Rule of Two" (**Appendix A**) to ensure all interactions and communications are open, observable, and justifiable.



## 7. ATHLETES

In addition to Section 4 (RESPONSIBILITIES AND TYPES OF MALTREATMENT) above, Athletes also have responsibilities to:

- i) Report any medical (physical or mental health) concerns to FPSC Head Coach in a timely fashion, where such concerns may limit the athlete's ability to travel, train or compete;
- ii) Report any instance or suspected instance of Maltreatment to a trusted adult.
- iii) Participate with a positive and engaged attitude and appear on time for all training sessions, competitions, events, activities or projects;
- iv) Properly represent themselves and not attempt to enter a competition for which they are not eligible, by reason of age, classification or other reasons;
- v) Adhere to all FPSC's rules and requirements regarding travel, hotels, clothing and equipment.

## 8. PARENTS/GUARDIANS AND SPECTATORS

In addition to Section 4 (RESPONSIBILITIES AND TYPES OF MALTREATMENT) above, Parents / Guardians of FPSC Members and Spectators at events will:

- i) Report any instance or suspected instance of Maltreatment (**Appendix B**).
- ii) Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility, aggression or violence;
- iii) Never ridicule a Member for making a mistake during a performance or practice;
- iv) Provide comments that motivate and encourage Members' continued effort;
- v) Respect the decisions and judgments of officials and judges and encourage athletes to do the same;
- vi) Respect and show appreciation to all competitors, coaches, officials, judges and other volunteers who give their time to the sport;
- vii) Keep off of the training or competition area and not interfere with any activities.

## 9. MANAGERS/DIRECTORS

Managers have additional responsibilities and have been entrusted with the responsibility to ensure safety and well-being of athletes and coaches. In addition to Section 4 (RESPONSIBILITIES AND TYPES OF MALTREATMENT) above, Managers will:

- i) Report any instance or suspected instance of Maltreatment (**Appendix B**);
- ii) Refrain from intervening inappropriately in personal affairs that are outside the generally accepted jurisdiction of FPSC;



- iii) Encourage and facilitate athletes to be responsible for their own behavior, performance and decisions;
- iv) Refrain from the use illegal substances while traveling with athletes;
- v) Ensure a safe environment at accommodation, restaurants and other team outings.

## 10. OFFICIALS AND JUDGES

In addition to Section 4 (RESPONSIBILITIES AND TYPES OF MALTREATMENT) above, Officials and Judges will have additional responsibilities to:

- i) Report any instance or suspected instance of Maltreatment (**Appendix B**);
- ii) Adhere to the rules of FPSC and Freestyle Canada;
- iii) Be fair and objective;
- iv) Avoid situations in which a conflict of interest may arise;
- v) Make independent judgments.

## 11. CHAPERONES

In addition to Section 4 (RESPONSIBILITIES AND TYPES OF MALTREATMENT) above, Chaperones will:

- i) Report any instance or suspected instance of Maltreatment (**Appendix B**);
- ii) Respect and accept the authority of the Coach and/or Program Director;
- iii) Encourage and ensure good behavior of the athletes during travel, hotel stay, competition and training;
- iv) Ensure athletes are punctual and on time;
- v) Monitor the behavior of athletes and ensure they are properly fed and obtaining an appropriate amount of sleep.

## 12. REPORTING AND SANCTIONS

### a) Reporting

Please refer to **Appendix B**, **Appendix C**, and **Appendix D** for reporting guidelines.

In addition, you can report a complaint about a violation of the FPSC Code of Conduct by FPSC staff or Board members directly to the FPSC President by emailing ([admin@freestylepanorama.com](mailto:admin@freestylepanorama.com)).

You can report any concerns or complaints about any sport organization in B.C. or Canada to the National Sport Helpline (by calling 1-888-837-7678 or referring to [www.abuse-free-sport.ca](http://www.abuse-free-sport.ca)) who can provide you with advice and guidance.



A legal duty to report is mandated by law. An adult Member of FPSC or a Minor in a role of authority (i.e., Freestyle Coach) is obligated to report any instances or suspected instances of Maltreatment or any other contravention of this Code of Practice.

Furthermore, any Minor is strongly encouraged to report any instances or suspected instances of abuse.

## **b) Sanctions**

If Maltreatment or other contravention to FPSC Code of Ethics is proven, one or more of the following sanctions may be imposed:

### **i) Verbal or Written Warning**

A verbal reprimand or an official, written notice and formal admonition that a Member has violated the FPSC Code of Conduct and that more severe sanctions will result should the Member be involved in other violations

### **ii) Education**

The requirement that a Member undertake specified educational or similar remedial measures to address the Maltreatment.

### **iii) Probation**

Violators of the FPSC Code of Conduct may be issued a loss of privileges or other conditions, restrictions, or requirements for a specified period of time.

### **iv) Suspension**

Suspension - either for a set time or until further notice - from participation in any capacity in any program, practice, activity, event, or competition sponsored by, organized by, or under the auspices of any sport organization. A suspended Member is eligible to return to sport but reinstatement may be subject to certain restrictions, or contingent upon the Member satisfying specific conditions noted at the time of suspension.

### **v) Termination**

Permanent severing of any contract, volunteer role, and/or association from FPSC.

### **vi) Other discretionary sanctions**


Other sanctions for Maltreatment may be imposed, including, but not limited to, other loss of privileges, no contact directives, a fine or a monetary payment to compensate for direct losses, or other restrictions or conditions as deemed necessary or appropriate.

Where appropriate, all reports and information will be released from FPSC to appropriate authorities (i.e., RCMP).

The policies in this document may from time to time be revised and amended by the FPSC Board of Directors.



## Appendix A: Rule of Two




# Safety in Numbers

# Rule of Two


The goal of the Rule of Two is to ensure all interactions and communications are open, observable, and justifiable. When following the Rule of Two, **two responsible adults** (a coach, parent, or screened volunteer) are present with a participant. There may be exceptions in emergency situations. Check with your sport organization as to how the Rule of Two is enforced.

### The Rule of Two is a leading practice to ensure a safe sport environment for all.


INTERACTIONS




- Two trained and screened coaches
- One participant



- One trained coach
- One screened adult
- One participant








- One coach
- Two participants






- One coach
- One participant

### How the Rule of Two works

- 
**Work as a team.** A coach should have another coach or screened adult (parent or volunteer) present when interacting with participants.
- 
**Remain open to the public.** Have a training environment that ensures all situations are open, observable and justifiable.
- 
**Plan transportation.** Have two adults present when traveling with a participant(s), and refer to your club travel policy.
- 
**Be sensible.** Be considerate of the gender of the participant(s) when selecting coaches or volunteers.
- 
**Transparent communication.** Ensure that all communications are sent to a group and/or include parents/guardians, without one-to-one messaging.

#### The Rule of Two in virtual settings

In addition to the recommended guidelines, virtual training sessions also entail the following:

- 
**Parental awareness.** Obtain consent for virtual sessions, plus inform parents of activities that will occur.
- 
**Record each session** and they should be in a professional setting (not a bedroom).
- 
**Weekly debriefing.** Encourage regular check-ins with parents, coaches, and participants about the virtual training.

**Whether you are a coach, participant, parent, or volunteer, we are all on the same team to make sport safe and fun for everyone.**



**Keep Sport Safe, Smart and Secure**

For more information, visit  
**coach.ca/RCM**



Coaching Association of Canada  
Association canadienne des entraîneurs

## Appendix B: Canadian Sport Help Line




## Appendix C: Inappropriate Conduct and Reporting

# INAPPROPRIATE CONDUCT


## STEPS FOR REPORTING:

This card is a component of the Commit to Kids® program. It is intended as a quick reference for use in a sporting environment and is not meant to be exhaustive or to replace legal advice. Users are strongly encouraged to consult with any or all of child welfare, law enforcement and legal counsel as appropriate to a given situation.


**1**   
A child **discloses information** or information is **discovered** indicating that a coach/volunteer may have acted **inappropriately**. (Document)

**2**   
Coach who receives the report **notifies the supervisor/manager**. (Document)

**3**   
Manager **notifies the head** of the organization.


**4**   
**Consultation** between the manager and head of the organization to decide if concern is warranted. (Document)

**5**   
If warranted, meet with accused coach/volunteer to **discuss allegations and concerns**. The individual is told about the complaint without disclosing the source. The individual is asked to respond to the allegation. (Document)

**6**   
If the head of the organization determines that the nature of the conduct is **not** sufficiently serious to warrant formal action, the organization may choose to **clarify expectations** with the coach/volunteer as outlined in the Code of Conduct to Protect Children. (Document)

**!** As part of any investigation or internal follow-up process, an organization should **critically assess the adequacy of existing child protection policies** and practices in light of concerns raised. If needed, strengthen policies and practices to better protect children.

**NOTE:** Consider when/if the child's parents should be notified about allegations of inappropriate conduct.

**7**   
If the head of the organization determines that the nature of the conduct is sufficiently serious to warrant action, an **internal follow-up** takes place. (Document)

**8**   
Organization conducts an internal follow up. (Document)  
**OUTCOME OF FOLLOW-UP:**

**A) Inappropriate conduct is not substantiated.** Follow internal policies. No further action necessary but organization may choose to take the opportunity to remind all coaches/volunteers of the Code of Conduct to Protect Children.

**B) Inappropriate conduct is substantiated.** Next steps will depend on severity of the conduct, the nature of the information gathered during internal follow-up, and other relevant circumstances (such as past inappropriate conduct of a similar nature). Varying levels of disciplinary action may be appropriate. For example, it may be prudent for an organization to report concerns to child welfare or law enforcement.

**C) Inconclusive.** Next steps will need to be carefully considered and depend on the nature of the information gathered during the internal follow-up. Work through options, assess risk and consult professionals as needed.

**9**   
Adequately **supervise and monitor** coach/volunteer, consistent with internal policies. (Document)

**Many of these steps would also apply when:**

- A coach/volunteer reports observing inappropriate behaviour by another coach/volunteer
- A peer discloses on behalf of another child



*The safety of the child and other children in the organization must be ensured at all times in the process.*



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## Appendix D: Child Sexual Abuse and Reporting

