

Safe Sport at SCRC

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Agenda

- Background
- Key Roles in Safe Sport
- Safe Sport Policy Manual
- Policies/Procedures
- More Information

What has been happening in amateur sport?

"Maltreatment is an umbrella term that refers to all types of

- physical and/or emotional ill-treatment
- sexual abuse
- negligence
- exploitation

which results in actual or potential harm to the health, development and dignity of a person... in the context of a relationship of responsibility, trust or power."¹

"In the last decade, Canada has witnessed several cases of athlete maltreatment and abuse across various sports."²

1. World Health Organization, 2010
2. G. Kerr & A. Stirling, *Prevalence of Maltreatment Among Current and Former National Team Athletes*, U of T, 2019

A local, provincial, and national problem

- In 2019 a CBC investigation looked back as far as 1998 to find:
 - 340 coaches charged with sexual offences against minors
 - 600 victims were under the age of 18 years
 - 222 convictions and 34 ongoing cases (as of the investigation date)
 - 36 different sports were involved in the investigation
- Investigation prompted a nation-wide initiative to combat abuse and maltreatment across amateur sport in Canada



Result?

- Nation-wide policies, procedures, awareness, and education to make the sport of rowing safe for every participant
- Joint effort of Federal Ministry for Sports, Rowing Canada Aviron (RCA), Row Ontario (RO) and the St. Catharines Rowing Club (SCRC)

Safe Sport Policy Manual

Adopted March 2022



Other acronyms...

- UCCMS – Universal Code of Conduct to Prevent and Address Maltreatment in Sport
- OSIC – Office of the Sport Integrity Commissioner
- DSO – Director of Sanctions and Outcomes
- SDRCC – Sport Dispute Resolution Centre of Canada
- ITP – Independent Third Party
- CRO – Complaint Resolution Officer



Key Roles

- **SCRC Safe Sport Lead**
 - Chris Blackwood, Masters Rower, Rec League Coach, SCRC Director
 - proponent for safe sport policy, education, awareness, implementation
- **Independent Third Party**
 - Wiser Workplaces www.wiserworkplaces.ca
 - Ms. Lise Walker 519-900-6813
 - Human Resource company appointed to receive complaints, determine validity, and at what level (provincial, Club) complaints will be managed
- **Complaint Resolution Officer (CRO)**
 - David Derry, SCRC President (2023-24), Umpire
 - appointed by the SCRC Board of Directors to confidentially manage complaint(s) that are handled at the Club level
- **Office of the Sport Integrity Commissioner (OSIC)**
 - Responsible for receiving and managing complaints at the national team level



Safe Sport Policy Package

Prevention

- Athlete Protection Policy
- Code of Conduct and Ethics
- Social Media Policy
- Screening Policy

Response

- Harassment, Discipline & Complaints Policy (involves Independent Third Party for centralized reporting and initial triage)
- Appeal Policy
- Policy package available at <https://www.stcatharinesrowingclub.org/documents.html>



Athlete Protection Policy

Maintaining a safe sport environment for all participants involved in rowing.

- Interactions between persons in authority and athletes – “Rule of Two” as described in the Coaching Association of Canada *Safe Sport Training*
- Practices and events
- Communications between participants in face-to-face, virtual settings and social media
- Travel and overnight accommodation
- Locker and change rooms, meeting spaces, weigh-in areas
- Physical contact
- Photography and video
- Image Consent Form



Code of Conduct and Ethics

To ensure a safe and positive environment for all those participating in the sport of rowing

- Applicability of the Code
- General responsibilities of all individuals involved in the sport of rowing
- Responsibilities specific to
 - Directors, Committee Members, Staff
 - Coaches
 - Athletes
 - Volunteers/Umpires
 - Parents/Guardians, Spectators
- Anti-Doping



Social Media Policy

Describes social media conduct that may be subject to disciplinary action and everyone's responsibilities with respect to the use of social media

- Inappropriate conduct and behavior
- Responsibilities of individuals



Screening Policy

Establishes screening requirements for individuals in positions of trust and/or authority related to vulnerable individuals, finances, supervision, etc.

- Screening Committee
- Screening requirements for persons of authority/trust
- Renewal timelines for screening



Harassment, Discipline and Complaints Policy

Procedures and responsibilities associated with

- Submission of complaints
- Triage of complaints by the Independent Third Party or OSIC
- Level at which complaint is to be managed (national, provincial, club)
- Procedures and person(s) to manage complaint
- Rendering decisions and sanctions
- Record keeping



Appeal Policy

Provides a fair and expedient appeal process following the rendering of a decision in response to a complaint

- Scope and applicability
- Timelines
- Grounds for appeal
- Decision
- Confidentiality and Record Keeping



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Row Ontario Safe Sport
<https://www.rowontario.ca/safe-sport/>

Rowing Canada Aviron Safe Sport
<https://rowingcanada.org/safe-sport/>


