

SAFE SPORT POLICY

* Indicates a section that has been adapted from the UCCMS

Purpose

1. This Policy describes how Biathlon Canada aims to provide a safe sport environment.

Commitment to True Sport Principles

2. Biathlon Canada commits to the True Sport Principles which are:
 - a) **Go for It** – Rise to the challenge – always strive for excellence. Discover how good you can be.
 - b) **Play Fair** – Play honestly – obey both the letter and spirit of the rules. Winning is only meaningful when competition is fair.
 - c) **Respect Others** – Show respect for everyone involved in creating your sporting experience, both on and off the field. Win with dignity and lose with grace.
 - d) **Keep it Fun** – Find the joy of sport. Keep a positive attitude both on and off the field.
 - e) **Stay Healthy** – Place physical and mental health above all other considerations – avoid unsafe activities. Respect your body and keep in shape.
 - f) **Include Everyone** – Share sport with others. Ensure everyone has a place to play.
 - g) **Give Back** – Find ways to show your appreciation for the community that supports your sport and helps make it possible.

Commitment to a Sport Environment Free from Maltreatment

3. *Biathlon Canada makes the following commitments to a sport environment free from Maltreatment:
 - a) All Participants in sport can expect to play, practice and compete, work, and interact in an environment free from Maltreatment.
 - b) Addressing the causes and consequences of Maltreatment is a collective responsibility and requires the deliberate efforts of all Participants, sport stakeholders, sport club administrators and organization leaders.
 - c) Participants in positions of trust and authority have the general responsibility to protect the health and well-being of all other Participants.
 - d) Adult Participants have a specific ethical and statutory duty and the additional responsibility to respond to incidents of Maltreatment involving Minors and other Vulnerable Individuals.
 - e) All Participants 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.
 - f) All Participants 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.
 - g) All adults working with children and youth have a duty to prevent or mitigate opportunities for misconduct.
 - h) In recognition of the historic vulnerability to discrimination and violence amongst some groups, and that continues to persist today, Participants 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

Pledge

4. **Biathlon Canada is committed to the True Sport Principles.** By making such a commitment, Biathlon Canada pledges to embed the True Sport Principles in its governance and operations as follows:

- a) Conduct Standards – Biathlon Canada will adopt comprehensive conduct standards that are expected to be followed by Participants
- b) Athlete Protection – Biathlon Canada will provide coaches and other stakeholders with general and sport-specific athlete protection guidelines
- c) Dispute Resolution and Investigations – Biathlon Canada will have dispute resolution processes that include an independent investigation, that are both confidential and follow all procedural steps for alleged violations of conduct standards.
- d) Strategy – Biathlon Canada will have a strategic plan that reflects the organization’s mission, vision, and values
- e) Governance – Biathlon Canada will adhere to principles of good governance. Biathlon Canada will also explore opportunities to have sports leaders who are representative of the diversity of the community by which they seek to reflect.
- f) Risk Management – Biathlon Canada will take a proactive approach to risk mitigation and management to its operations and events.

Conduct Standards

- 5. Biathlon Canada will adopt a *Code of Conduct and Ethics* that describes standards of conduct and behaviour for all Participants. General standards of conduct will apply to all Participants and specific standards will be described for positions within the organization. The *Code of Conduct and Ethics* will have specific sections, including but not limited, to:
 - a) Athletes
 - b) Coaches
 - c) Officials
 - d) Volunteers
 - e) Directors and Committee Members
 - f) Parents and Spectators
- 6. The *Safe Sport Policy Manual* will contain detailed definitions of key terms, including:
 - a) Maltreatment
 - b) Harassment
 - c) Discrimination
 - d) Workplace Harassment
 - e) Workplace Violence

Anti-Doping

- 7. The *Code of Conduct and Ethics* will indicate that Biathlon Canada adopts and adheres to the Canadian Anti-Doping Program.

Social Media

- 8. Biathlon Canada will adopt a *Social Media Policy* that outlines standards of conduct that are expected on social media by Participants. The *Social Media Policy* will identify specific conduct standards and risks that are common and/or exclusive to social media.
- 9. The *Social Media Policy* will highlight the importance of responsible coach-athlete interaction on social media and will provide examples of violations of conduct standards.

Athlete Protection

Screening

- 10. Biathlon Canada will adopt a comprehensive *Screening Policy* that requires some Participants to pass a

screening process before being permitted to interact with athletes. The *Screening Policy* will:

- a) Categorize positions in the organization as 'Low Risk', 'Medium Risk', and 'High Risk' and require progressive screening measures for individuals serving in each category of risk
- b) Describe how frequently some Participants must obtain a criminal record check and which type of check(s) they must obtain
- c) Describe how frequently some Participants must submit Screening Disclosure Forms and Screening Renewal Forms
- d) Empower a Screening Committee to prohibit Participants who do not pass screening from participating in certain positions
- e) Empower a Screening Committee to attach conditions to a Participant's participation in certain positions

11. Biathlon Canada will develop an *Athlete Protection Policy* that can be used by coaches, managers, medical personnel, and other Persons in Authority. Biathlon Canada may provide training on the policy and take steps to ensure the policy is being implemented. Biathlon Canada will conduct a regular review of the policy to add and/or modify new content as appropriate.

Training

12. Biathlon Canada requires mandatory training on preventing and addressing harassment and abuse for the following categories of Participants:

- a) Category 1 – Individuals in decision-making positions at Biathlon Canada:
 - i. Senior staff
 - ii. High Performance Directors
 - iii. Case Managers / Adjudicators / Investigators
 - iv. Board of Directors (when the Board is an operational Board)
- b) Category 2 – Athletes and individuals in direct contact with Athletes:
 - i. National Team Program Athletes
 - ii. Junior National Team Athletes
 - iii. Parents of underage National/Junior National Team Athletes
 - iv. High Performance Staff
 - v. Training Centre Staff
 - vi. Biathlon Canada-Appointed Coach Developers
 - vii. Integrated Support Personnel: Mental, Strength and Conditioning, Nutrition, etc.
 - viii. Coaches: Paid, Unpaid
 - ix. Sport Assistants, guides, interpreters, etc.
 - x. Contractors (with direct Athlete contact)
 - xi. Officials
- c) Category 3 – Individuals with no direct Athlete contact:
 - i. Organizing Committees
 - ii. Admin/Finance Committees
 - iii. Governance Committees/Judicial Boards
 - iv. Board of Directors (when the Board is a governance Board)
 - v. Event volunteers
 - vi. Office Staff

13. Categories of Participants must take the following training:

- a) Category 1 – [CAC Safe Sport Training](#) or other pre-approved Biathlon Canada Safe Sport Training
- b) Category 2 – [CAC Safe Sport Training](#) or other pre-approved Biathlon Canada Safe Sport Training

- c) Category 3 – [CAC Safe Sport Training](#) or other pre-approved Biathlon Canada Safe Sport Training

14. Categories of Participants must take the training at the following times:

- a) Category 1 – the earlier of:
 - i. Within 12 weeks of starting date; or
 - ii. Prior to their first formal activity, or any unsupervised contact with an Athlete
- b) Category 2 – Prior to their first formal activity, or prior to any unsupervised contact with an Athlete
- c) Category 3 – the earlier of:
 - i. Within 12 weeks of starting date; or
 - ii. Prior to their first formal activity and/or event

Resources

15. Biathlon Canada will regularly provide information to Participants about resources and training related to athlete protection. Resources and training opportunities can include:

- a) [NCCP modules](#)
- b) [Respect in Sport](#)
- c) [Commit to Kids](#)
- d) [Red Cross – Respect Education Courses](#)

Athlete Engagement

16. Biathlon Canada will, through an annual work plan, engage with athletes to determine the level of success of their athlete protection measures as well as to identify any gaps or athlete concerns. This engagement may take the form of:

- a) Anonymous athlete surveys
- b) Athlete involvement in organizational decision-making
- c) Independently-led athlete outreach consultations

Dispute Resolution

17. Biathlon Canada will have a comprehensive suite of dispute resolution policies that will include:

- a) *Discipline and Complaints Policy*
- b) *Appeal Policy*
- c) *Dispute Resolution Policy*
- d) *Event Discipline Procedure*
- e) *Whistleblower Policy*

18. Taken together, the suite of 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) Anonymity for the complainant in cases of whistleblowers (when possible)
- g) Independency of appeal procedures (when appeals are permitted)
- h) Opportunity for alternative dispute resolution
- i) Investigations of certain complaints
- j) In-event discipline procedures (when an event does not have its own disciplinary procedures)

Alignment

19. Biathlon Canada recognizes the importance of safe sport for athletes and participants across the country.

Biathlon Canada will adopt a *Reciprocation Policy* that will require:

- a) Divisions and Clubs to report discipline decisions to Biathlon Canada
- b) The distribution of discipline decisions to all Divisions and to applicable Clubs
- c) Biathlon Canada, Divisions, and Clubs to recognize and enforce sanctions imposed by Biathlon Canada, a Division or Club
- d) Recognition and enforcement of sanctions imposed by Biathlon Canada or a Division or Club

Obligations – Reporting and Third-Party Case Management

- 20. The policies of Biathlon Canada will include requirements that certain complaints must be reported to government entities, local police services, and/or child protection agencies.
- 21. The policies of Biathlon Canada will include requirements that complaints must be received by an independent third party that has no conflict of interest or bias.

Records

- 22. Biathlon Canada 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

- 23. Biathlon Canada will have a comprehensive plan in which athlete protection and safe sport are top priorities for the organization.
- 24. Biathlon Canada will adopt a *Risk Management Policy* that will describe how the organization will address risks ranging from 'Unlikely' to 'Almost Certain' and from 'Minor' to 'Catastrophic'. Biathlon Canada will contemplate risk management strategies that retain, reduce, transfer, and/or avoid the risk. Risks can occur in the following areas:
 - a) Operational/Program
 - b) Compliance
 - c) Communication
 - d) External
 - e) Governance
 - f) Financial
 - g) Health and Safety
- 25. Biathlon Canada will pursue a governance structure and organizational culture that reflects the diversity of the community by which Biathlon Canada seeks to reflect in both its athletes and stakeholders within the sport. This structure will adhere to all applicable federal and/or provincial/territorial legislation, and that moves toward a national alignment strategy for the sport in Canada.
- 26. Biathlon Canada will continually monitor and evaluate its policies, practices, and procedures.

Policy History	
Approved	March 15, 2021
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