



Safe Sport

A Harmonized Approach to Prevent and Address Maltreatment in Canadian Rowing



BACKGROUND

- Safe Sport Policy Manual
 - Beginnings in Responsible Coaching Movement in 2016
 - Initiated in 2018 - direction from Minister of Science and Sport
 - Harmonized
 - Consistency



Safe Sport Policy Suite

8 Policies

Substantive

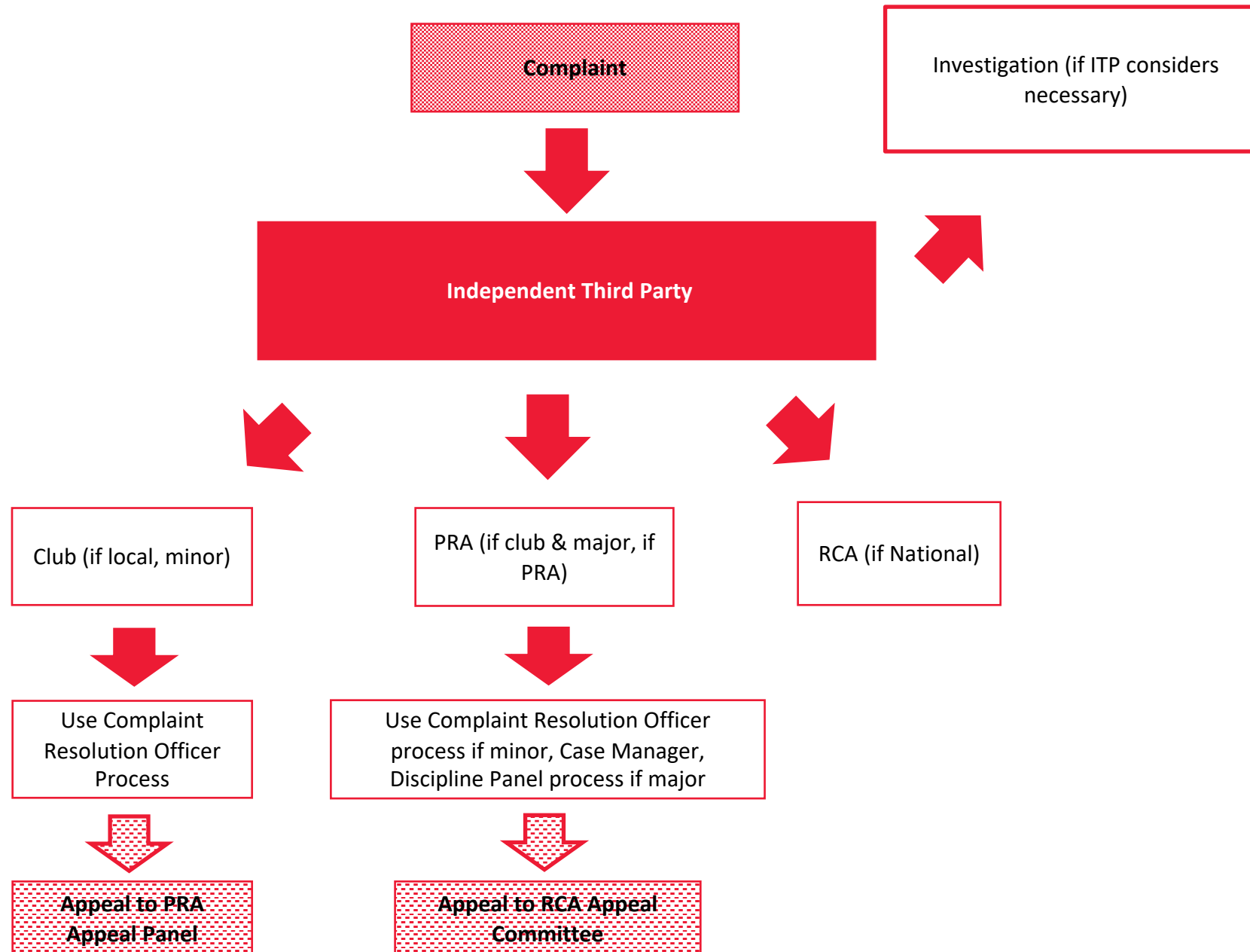
- Athlete Protection Policy
- Code of Conduct and Ethics
- Social Media Policy
- Screening Policy

Procedural

- Discipline and Complaints Policy
- Investigations Policy-Discrimination, Harassment, and Maltreatment
- Dispute Resolution Policy
- Appeal Policy



Complaint Management





Complaint Management-Key Roles

Role	RCA	PRA	Club	Qualifications
Case Manager and Appeal Manager	Yes	Yes	No	<ul style="list-style-type: none"> Ability to understand, interpret and apply policies Understanding of and ability to implement safeguards for confidentiality and avoidance of bias Knowledge of best practices to manage distribution of confidential documents Ability to write clear, reasoned decisions
Complaints Resolution Officer	Yes	Yes	Yes	<ul style="list-style-type: none"> Ability to understand, interpret and apply policies Ability to write clear, reasoned decisions No previous involvement in case (i.e., cannot be the Case Manager or Appeal Manager, and cannot have been involved in the receipt or processing of the complaint or appeal)
Discipline Panel and Appeal Panel	Yes	Yes	No	<ul style="list-style-type: none"> Ability to understand, interpret and apply policies Experience in adjudication Ability to write clear, reasoned decisions No previous involvement in case (i.e., cannot be the Case Manager or Appeal Manager, and cannot have been involved in the receipt or processing of the complaint or appeal)
Screening Committee	Yes	TBD	TBD	<ul style="list-style-type: none"> Ability to understand, interpret and apply policies Ability to write clear, reasoned decisions Understanding of and ability to implement safeguards for confidentiality and avoidance of bias Knowledge of best practices to manage distribution of confidential documents



Implementation Dates

April 1, 2021: RCA Safe Sport Policy Suite Adopted and in Effect

Aug1 , 2021: PRA Safe Sport Policy Suite Adopted and in Effect

Feb 15, 2022: Club/Special Association Safe Sport Policy Suite Adopted and in Effect

Mar 31, 2022: Screening and Training deadline for key roles – Level 1 and 2 *



Implementation – First Steps

Identify Club/Special Association Lead for Safe Sport

The individual who will champion this initiative

“go-to” about what the policies include and how they work together

Connection for RCA and PRA leads

Oversight for meeting timelines and accomplish all tasks

Policy Review and Implementation Process

Identify differences from current policies, procedures and practice

Put procedures in place to address any gaps between current practice and new policy and procedures

Educate participants and stakeholders regarding any new expectations and procedures



Key Tasks

Task	When?
	<u>Roles</u>
Identify Safe Sport Lead	By August 1 (or before depending on Province)
Identify Complaint Resolution Officer	TBD alongside PRA
	<u>Policy</u>
Review Existing Policies	Now/Prior to Feb 15, 2022
Approve Safe Sport Policy Manual -> In Effect	February 15, 2022
	<u>Education/Awareness</u>
CAC Safe Sport Training	Completion Date TBA, recommend completion now



What to Expect?

Implementation Package – August/September 2021

- Policy Manual for adoption (by Province)
- Guidelines and key tasks/timelines, resources
- Implementation management/tracking tool
- Communications/messaging guidelines and support

PRA specific webinar

Training/Screening for key roles



How to Prepare Now

- Identify Club/Special Association Safe Sport Lead
- Familiarize w/ existing policies
- Existing Policies – to be replaced/retired
- Complete CAC Safe Sport Training