



# **Safe Sport**

## A Harmonized Approach to Prevent and Address Maltreatment in Canadian Rowing

May 13, 2021



# Outline

- Introductions
- Safe Sport in Canada
- RCA Safe Sport Agenda + Progress to date
- Harmonized Approach
- Complaint Management
- What to Expect and Next Steps
- Q & A



# Introductions

- Marisha Roman, RCA Director
- Adam Klevinas, Sportlex
- Terry Dillon, RCA CEO
- Liz Montroy, RCA Communications and Events Coordinator
- Jen Fitzpatrick, RCA Director Partnerships and Sport Development
- Laura Isherwood, RCA NextGen Program Assistant
- Implementation Working Group



# Implementation Working Group

- Martin George (BC), Emily Jago (NS), Lisa Roddie (ON), Stef Schiedon (AB)
- Started in December 2020
- Working to create processes and resources to guide both PRA's and Clubs/Special Associations in implementation of Safe Sport Package
- Identifying areas where clarification and assistance will be needed



# Safe Sport in Canada

"Harassment of any kind is completely unacceptable, and the safety and security of athletes, coaches and officials is always our top priority."

"We all must play a role in protecting our young people and our athletes: to speak up when we see something that doesn't seem quite right and to listen—really listen—to our athletes. And most importantly, to act when the situation demands it to ensure our athletes always have the support, they need from us."

The Honourable Kirsty Duncan

Minister of Science and Minister of Sport and Persons with Disabilities (2018)



# Expectations of Sport Organizations

- Federally funded sport organizations must take all necessary measures to **create a workplace free from harassment, abuse or discrimination of any kind**.
- They **must immediately disclose any incident of harassment, abuse or discrimination** that could compromise the project or programming to the Minister of Sport and Persons with Disabilities.
- They must make provisions - within their governance framework -for **access to an independent third party** to address harassment and abuse cases.
- They must provide **mandatory training on harassment and abuse to their members** by April 1, 2020 and are challenged to make this a priority and put mandatory training in place as soon as possible.

The Honourable Kirsty Duncan

Minister of Science and Minister of Sport and Persons with Disabilities (2018)



# Milestones





# Safe Sport Agenda

Athletes, coaches, officials, umpires and volunteers have the right to participate in a safe and inclusive training and competitive environment that is free of maltreatment (abuse, harassment or discrimination)

Education      Prevention      Response

- Training, Screening, Policies
- -> Harmonized Approach





# Harmonized Approach – Why?

## Uniformity and policy alignment

- The substantive and procedural aspects of all policies must be the same at the national, provincial and club/special association level
- Standards of behaviour and conduct should be consistent across the country and at all levels
- Breaches, sanctions, and procedures should be consistent across the country and at all levels
- An athlete/parent/volunteer/coach/etc. from B.C. should be subject to the same standards and treated the same way as the same individual in Ontario



# Safe Sport Policy Suite

- Adopted by RCA and Member Organizations (PRAs, Clubs, Special Associations)
- Roles and Responsibilities at each level for RCA / PRA / Club / Special Associations
- RCA has made significant efforts to reduce the burden on Clubs/ Special Associations to the greatest extent possible
- Guidance and assistance from RCA will always be available
- Robust policies DO NOT mean that the number of cases to be dealt with will increase significantly; however, when there are cases, it is best to be prepared to handle them properly



# 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



# Independent Third Party (ITP)







Ilan Yampolsky of ITPSport



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Serving our clients is a privilege and responsibility that we do not take lightly. We are used to working with diverse and high profile clients and delivering results on tight timelines.

Our client list speaks for itself. Since our earliest days we've assisted organizations at all levels of sport with the same partnership approach and dedication at the core of every engagement. Below you will find a sample of our current clients.





# Independent Third Party (ITP)

- Independent third party that receives complaints or reports
- Contact with the ITP is **confidential**
- Role is to:
  - Determine the admissibility of a complaint (jurisdiction, frivolous/vexatious, timeliness)
  - Determine which process will be followed and where the complaint will be managed (RCA, PRA, Club/Special Association)
  - Determine whether an investigation is necessary
- Can provide guidance and answer questions regarding the complaint and/or investigation process
- Role is not to provide legal advice
- ITP is independent of RCA and Members

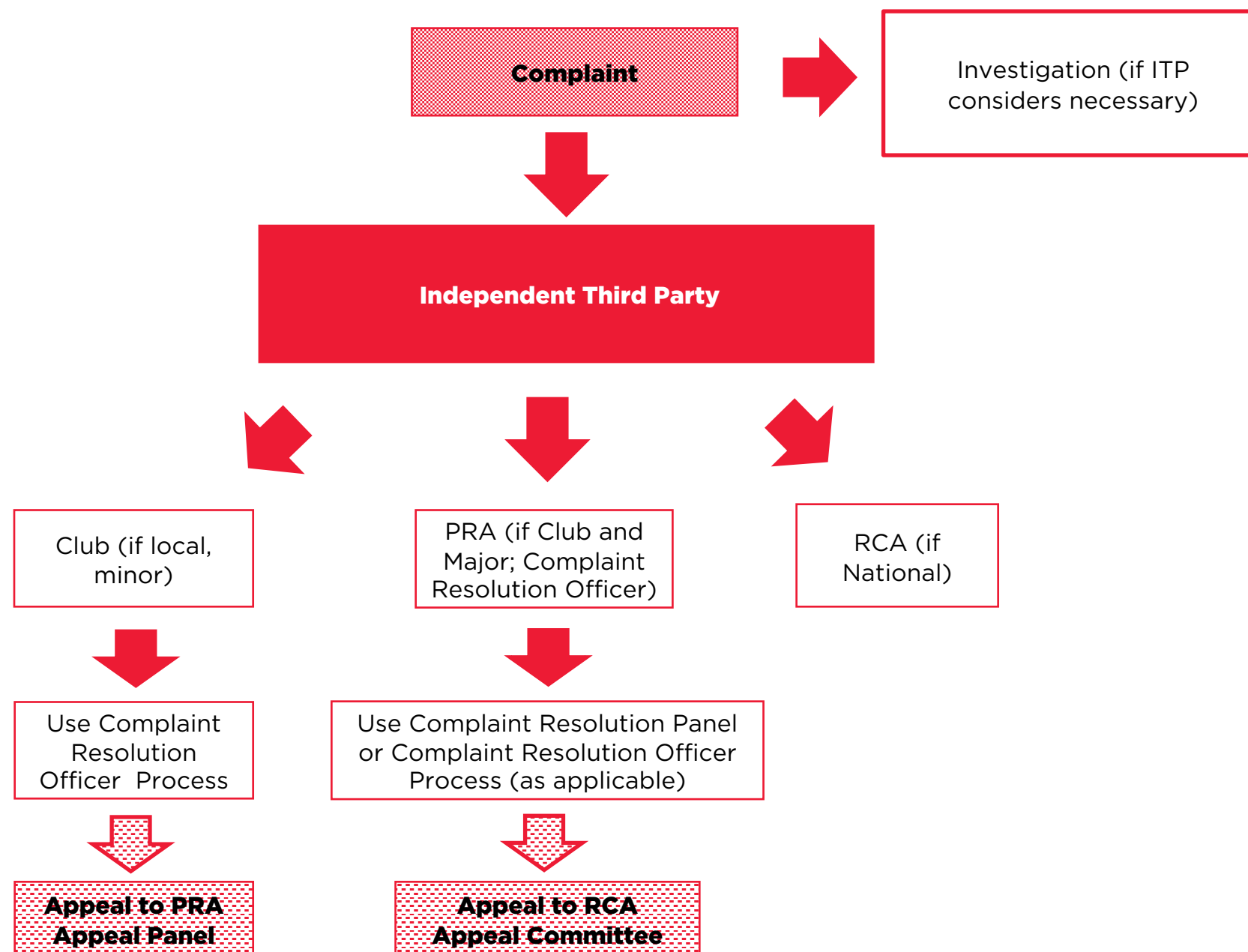


# What does independent mean?

- No RCA or Member staff, board member, committee member, consultant, volunteer or official is involved in the administration or otherwise in any complaint that is filed with the Independent Third Party
- These individuals are not involved in the investigation or disciplinary process
- Investigations and/or disciplinary process is conducted without the interference of RCA or a Member
- Neither RCA nor any Member is involved in any decision to proceed with a complaint, investigate a complaint or in the disciplinary process
- The office of the Independent Third Party is not administered by, connected to or subject to the authority of RCA or any Member
- Not an RCA email address



# Complaint Management





# Complaint Management

- Suspected Child Abuse -> Authorities
- Misconduct vs Maltreatment
- Concern vs Complaint



# Complaint Management – Key Roles



Role	RCA	PRA	Club/SA	Qualifications
Case Manager and Appeal Manager	Yes	Yes	No	<ul style="list-style-type: none"> <li>▪ Ability to understand, interpret and apply policies</li> <li>▪ Understanding of and ability to implement safeguards for confidentiality and avoidance of bias</li> <li>▪ Knowledge of best practices to manage distribution of confidential documents</li> <li>▪ Ability to write clear, reasoned decisions</li> </ul>
Complaints Resolution Officer	Yes	Yes	Yes	<ul style="list-style-type: none"> <li>▪ Ability to understand, interpret and apply policies</li> <li>▪ Ability to write clear, reasoned decisions</li> <li>▪ 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)</li> </ul>
Discipline Panel and Appeal Panel	Yes	Yes	No	<ul style="list-style-type: none"> <li>▪ Ability to understand, interpret and apply policies</li> <li>▪ Experience in adjudication</li> <li>▪ Ability to write clear, reasoned decisions</li> <li>▪ 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)</li> </ul>
Screening Committee	Yes	TBD	TBD	<ul style="list-style-type: none"> <li>▪ Ability to understand, interpret and apply policies</li> <li>▪ Ability to write clear, reasoned decisions</li> <li>▪ Understanding of and ability to implement safeguards for confidentiality and avoidance of bias</li> <li>▪ Knowledge of best practices to manage distribution of confidential documents</li> </ul>



# Screening and Training

- Level of decision-making and athlete contact (direct/non-direct) determines the type of screening and training required
  - Three distinct levels that individuals will be classified within
  - Aligns with Sport Canada expectations
- All 3 levels will need to complete Safe Sport Training
  - E-module, Free, Coach Association of Canada
- Screening (eg E-PIC) for key roles
- Deadlines TBD, March 31, 2022



# Implementation Dates

- April 1, 2021: RCA Safe Sport Policy Suite Adopted and in Effect
- Aug 1, 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 - July/August
  - 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



# Complaint Management - Phased Implementation

Starting April 1, 2021:

- A complaint received by the ITP will be managed and triaged according to the RCA Discipline and Complaints Policy
  - If National Level: RCA
  - If Provincial (or Club/Special Association major): PRA
  - If Club/ Special Association (minor): Club/Special Association
- **IMPORTANT:** if a PRA or Club/Special Association receives a complaint, please transfer it to the ITP for triaging. Preferable not to start managing a complaint until jurisdiction issues resolved.
- PRAs and Club/Special Association will manage complaints sent to them under their current policies and until they adopt the RCA Safe Sport Policy Manual



# How to Prepare Now

1. Identify Club/Special Association Safe Sport Lead
2. Existing Policy – to be replaced/retired
3. Complete CAC Safe Sport Training
4. Familiarize w/ existing policies and resources
  - Online resources
  - Rule of Two, Open and Observable Environments
  - Independent Third Party





# FAQ

1. What are the benefits of adopting the RCA policies versus adopting our own policies?
2. Will there be cost associated with this? Who will pay for it?
3. When will the policies come into effect? At the RCA level? At the PRA and Club level?
4. What types of screening and training expectations should we expect?
5. How are the policies adopted at the PRA and club level?
6. How are the policies adopted by organizations such as institutions?
7. What if we do not have the resources to handle a case?



# Questions?



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# Complaint Management

