



Safe Sport

A Harmonized Approach to
Prevent and Address Maltreatment
in Canadian Rowing
Community Implementation

November 17, 2021



Outline

- General Overview
- Harmonized Approach
- RCA By-laws (draft proposed amendments)
- Complaint Management for Clubs and Associations
- Implementation for Clubs and Associations
- Next Steps
- Q & A

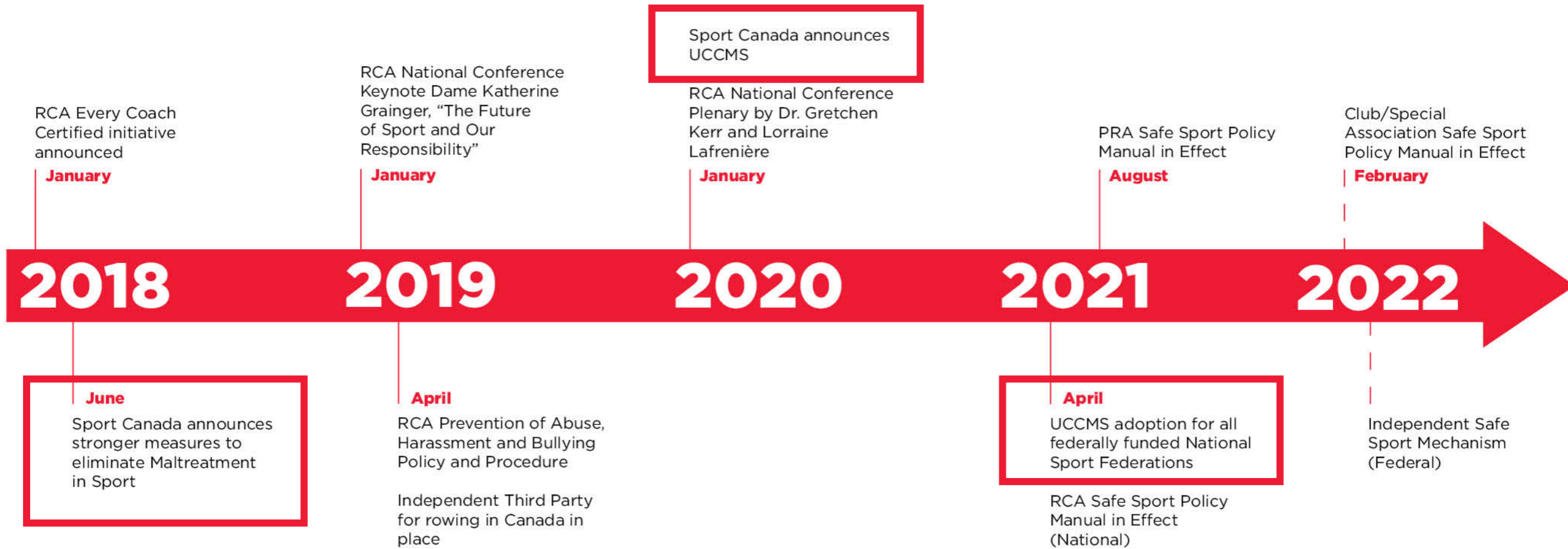


Introductions

- Marisha Roman
- Adam Klevinas, Sportlex
- Terry Dillon, RCA CEO
- Jen Fitzpatrick, RCA Director Partnerships and Sport Development
- Liz Montroy, RCA Communications and Events Coordinator
- Jen Parfitt, RCA Safe Sport Coordinator
- Implementation Working Group (*Martin George (BC), Emily Jago (NS), Lisa Roddie (ON)*)



Safe Sport in Canada





RCA 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



RCA By-laws

- By-law review conducted to ensure that By-laws and Safe Sport Policy Suite consistent and compatible with one another
- Also to provide the entire Canadian rowing community with a mechanism to ensure that all members adopt the same safe sport policies, unless prevented by provincial legislation/funding requirements
- No changes that impact classes of membership, voting rights, etc.
- Some changes can be made immediately by RCA Board of Directors and ratified by members by special resolution at semi-annual meeting
- Other changes will need to be voted on by the members at the semi-annual meeting
- Currently at the proposal stage and consultation opportunity for member feedback in coming weeks



RCA By-laws

Overview of proposed changes

1. Good Standing definition
2. Board of Directors determine whether member is in good standing
3. Termination of membership
4. Election of directors
5. Removal of discipline and appeal sections of Bylaws and reference to Discipline and Complaints Policy and Appeal Policy as relevant policies for such matters



RCA By-laws

- Overview of proposed changes
 - Good Standing definition:
 - Clarifications to certain provisions;
 - Condition added to make it a condition of being in good standing with RCA that members must agree to follow RCA Bylaws, policies and regulations and adopt RCA's safe sport policies, unless precluded by provincial/territorial legislation or funding requirements
 - Condition added to make it a condition of being in good standing that members respect the terms of disciplinary decisions taken against Registered Participants and that they not hire or contract suspended Registered Participants
 - Board of Directors determine whether member is in good standing
 - *** Also a proposed addition to make it a condition of applying for membership within RCA that prospective member agrees to follow RCA Bylaws, policies and regulations and adopt RCA's safe sport policies, unless precluded by provincial/territorial legislation or funding requirements



RCA By-laws

- Overview of proposed changes
 - Termination of membership
 - Members cannot terminate their membership if they have been suspended in a disciplinary process – this is to prevent termination as a way of avoiding a suspension
 - Membership can be terminated by a decision rendered pursuant to relevant and applicable disciplinary policies
 - Election of directors
 - Candidates cannot be under investigation, provisionally suspended or subject to a suspension at the time of the election
 - Removal of discipline and appeal sections of Bylaws and reference to Discipline and Complaints Policy and Appeal Policy as relevant policies for such matters



Safe Sport Policy Suite

5 Policies - Complementary to RCA and PRA Policies

Substantive

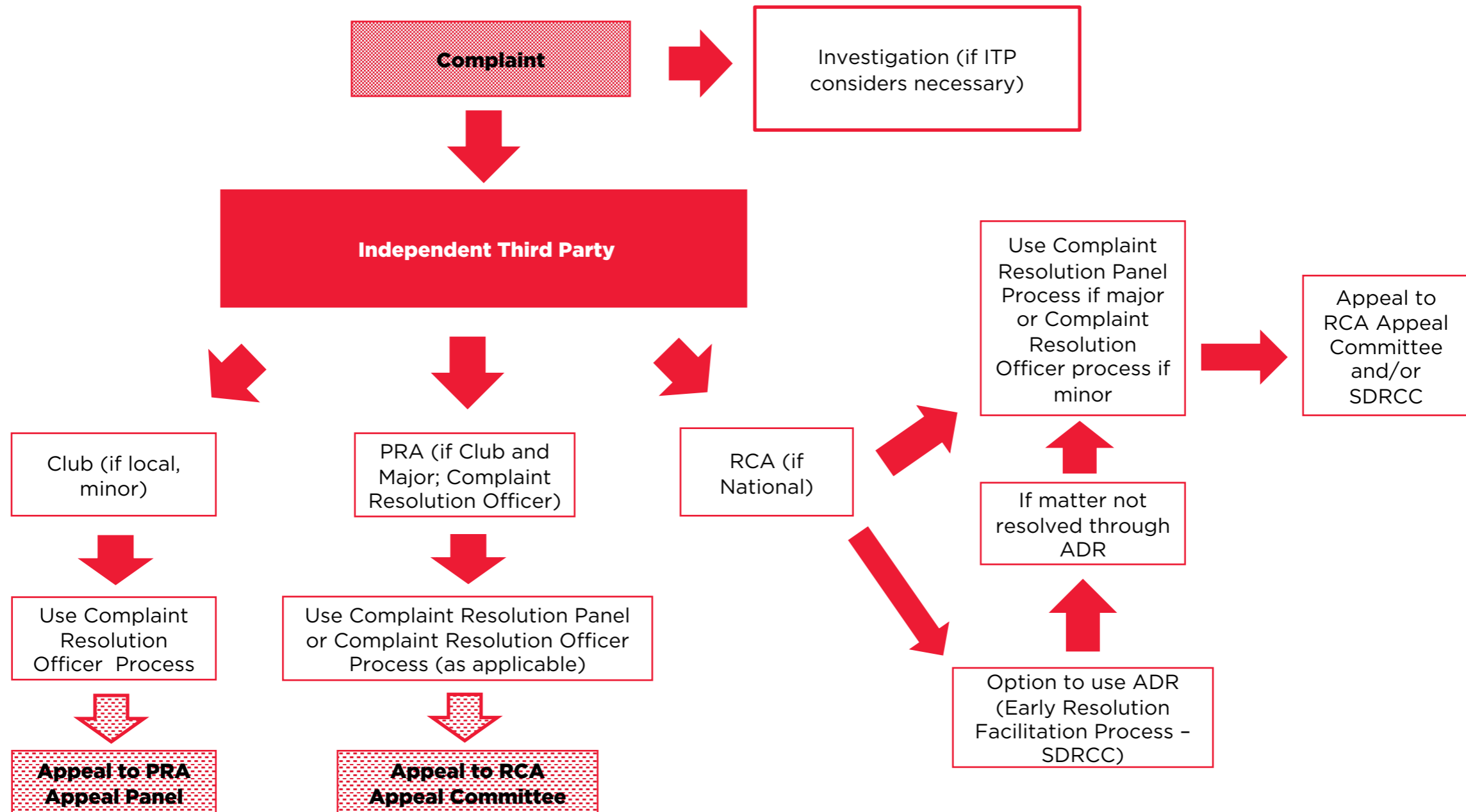
- Athlete Protection Policy
- Code of Conduct and Ethics
- Social Media Policy
- Screening Policy**

Procedural

- Discipline and Complaints Policy

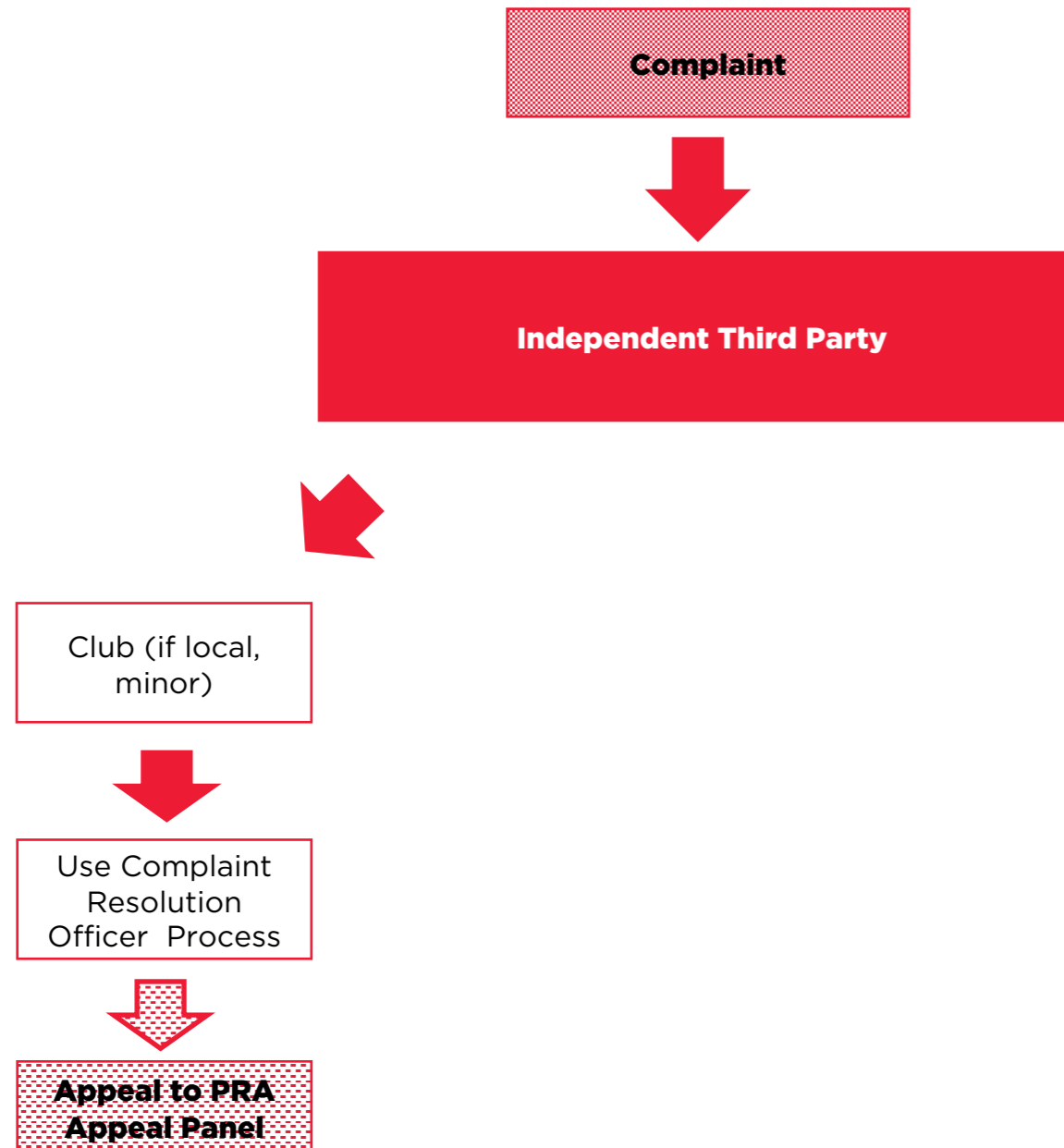


Complaint Management (Overall)





Complaint Management- Club/Special Association





Complaint Management

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



Key Roles (Club/Special Association)

Role	Description	Qualifications
Complaints Resolution Officer	<p>The individual appointed to handle the duties of the Complaints Resolution Officer as described in the <i>Discipline and Complaints Policy</i></p> <p>*many provinces/regions are developing pools of CROs</p>	<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
Safe Sport Lead	<p>The individual who is the main point of contact with RCA and PRAs and will oversee the implementation of tasks and adherence to timelines for adoption of the Safe Sport Policy Suite at their club/association.</p> <p>This role is NOT involved in the Complaint Management process</p>	<ul style="list-style-type: none">▪ Committed to champion this initiative and passionate about Safe Sport▪ Understand concepts of governance, legislation, policies and procedures▪ Be comfortable leading discussions, training, and communication



Club Implementation - Overview

Tasks and Timelines Tool created as support guide

Phase 1: Preparation

Review Policy Package when available - Fit with current policies or gaps;

Phase 2: Awareness, Training & Education

Educating Club Leadership group

Starting to build awareness & understanding throughout Club

Phase 3: Adoption of Policies

Board approval, Archiving old policies

Phase 4: Implementation

Communication, education and notification



Club Implementation – First Steps

Safe Sport Lead in Place & PRA will send a package

What you can expect in your Safe Sport Package

- 5 Policies that make up the Safe Sport Suite of policies
- Overview one pagers on key pieces (i.e. complaint process, ITP, Rule of Two)
- Shareable education pieces for variety of stakeholders & situations

Policy Review



- Insert your organization name where indicated in the document – NO Other changes!
- Read and understand the policy, ask your PRA lead any questions
- Review your current policies and identify any differences from current policies, procedures and practice
- Put procedures in place to address any gaps between current practice and new policy and procedures
- Process for Archiving policies – ensuring dated and old policies saved appropriately

Implementation Process

- Educate coaches, administration, participants (and families when appropriate) regarding any new expectations
- Schedule training and document when training takes place



Progress and Key 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 
- January 30, 2022: Proposed Amendments to RCA By-laws (voting at 2022 RCA Semi-Annual Meeting)
- 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 *



Next Steps

1. Register Safe Sport Lead in RCA WRS
2. Complete CAC Safe Sport Training
3. Familiarize w/ existing policies and resources
 - Online resources
 - Rule of Two, Open and Observable Environments
 - Independent Third Party
4. Consultation re proposed amendments to the RCA by-laws
5. Club/Association Implementation Package



Questions?



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