



Introduction to Safe Sport

SPORT LAW

We know sport.

SPORT LAW

Providing strategic insight to the Canadian sport community through professional services in these areas:

- Legal Solutions
- Communications
- Human Resource Management
- Governance
- Risk Management
- Financial Management
- Safe Sport
- Equity, Diversity, and Inclusion



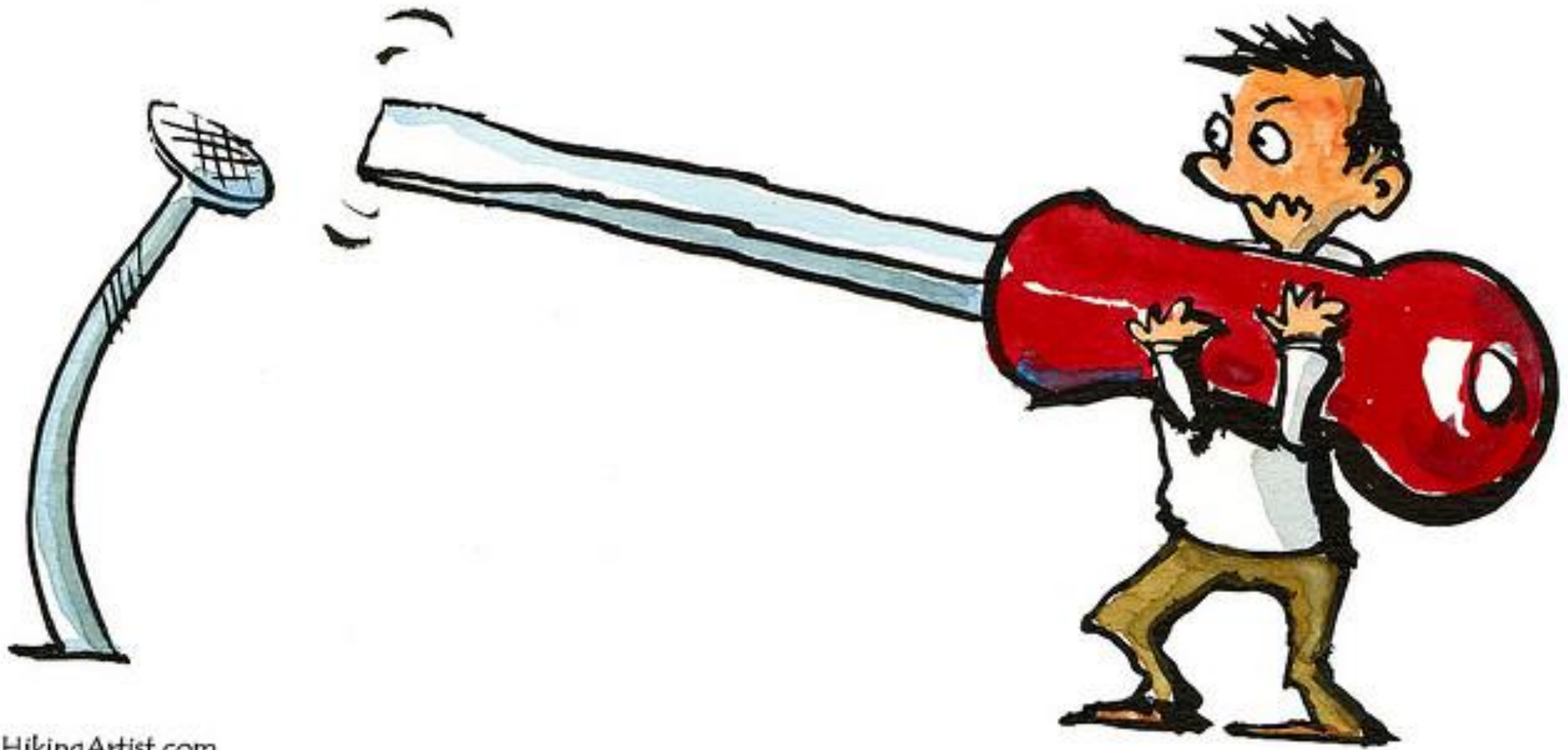
A skier in a red and white jacket and helmet is skiing down a snowy slope. The skier is wearing a white helmet, blue goggles, and a red and white jacket. They are holding ski poles and are in a dynamic, forward-leaning position. The background is a bright, snowy mountain slope. The skier is framed by a red circle and a red diamond shape.

WHY ARE WE HERE?



A skier in a red and white suit is skiing down a snowy slope. The skier is wearing a white helmet, blue goggles, and a red jacket. The skier is holding ski poles and is in a dynamic, forward-leaning position. The background is a bright, snowy mountain slope. A large red circle and a red triangle are overlaid on the image, framing the skier. The text "DO WE HAVE THE RIGHT STRUCTURES IN PLACE?" is written in bold red letters across the center of the image.

**DO WE HAVE THE RIGHT
STRUCTURES IN PLACE?**



HikingArtist.com

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EVOLUTION OF SAFE SPORT

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- ◊ Since 2018, Sport Canada has required NSOs to establish an independent third-party mechanism.
- ◊ As of 2022, NSOs must use the Abuse-Free Sport process.
- ◊ The Office of the Sport Integrity Commissioner (OSIC) is responsible for administering the *Universal Code of Conduct to Prevent and Address Maltreatment in Sport* (UCCMS).

EVOLUTION OF SAFE SPORT

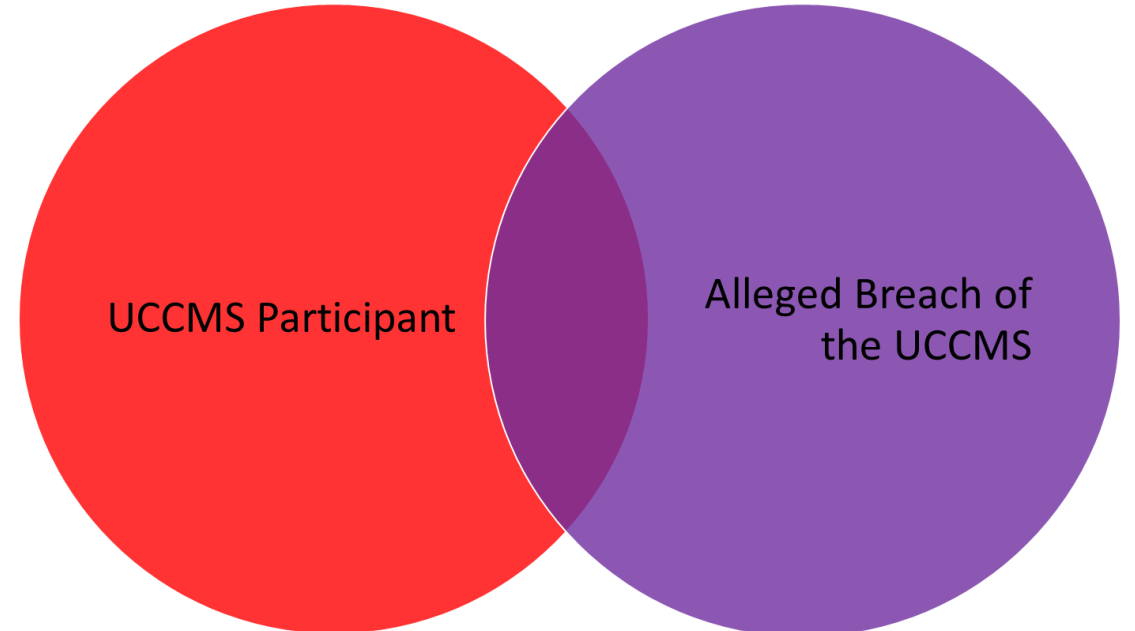
- ◊ The UCCMS sets out harmonized rules designed to help advance a respectful sport culture.
- ◊ Includes:
 - ◊ standard definitions of maltreatment, including grooming, neglect, and physical, sexual, and psychological abuse
 - ◊ other prohibited behaviour such as retaliation, failure to report maltreatment, intentionally filing false allegations, misuse of power
 - ◊ framework for determining appropriate sanctions

EVOLUTION OF SAFE SPORT

- ◊ Provincial and Territorial governments have committed to implementing independent third-party processes by the end of 2023.
 - ◊ Quebec - '*Je porte plainte*' platform
 - ◊ New Brunswick - Safe Sport Dispute Resolution Program
 - ◊ Nova Scotia - Abuse-Free Sport

EVOLUTION OF SAFE SPORT

- ◆ Each Program Signatory identifies “**UCCMS Participants**”
 - ◆ Only individuals subject to the complaint process under OSIC
 - ◆ OSIC mechanism in Nova Scotia will be limited to individuals 19 years old and above



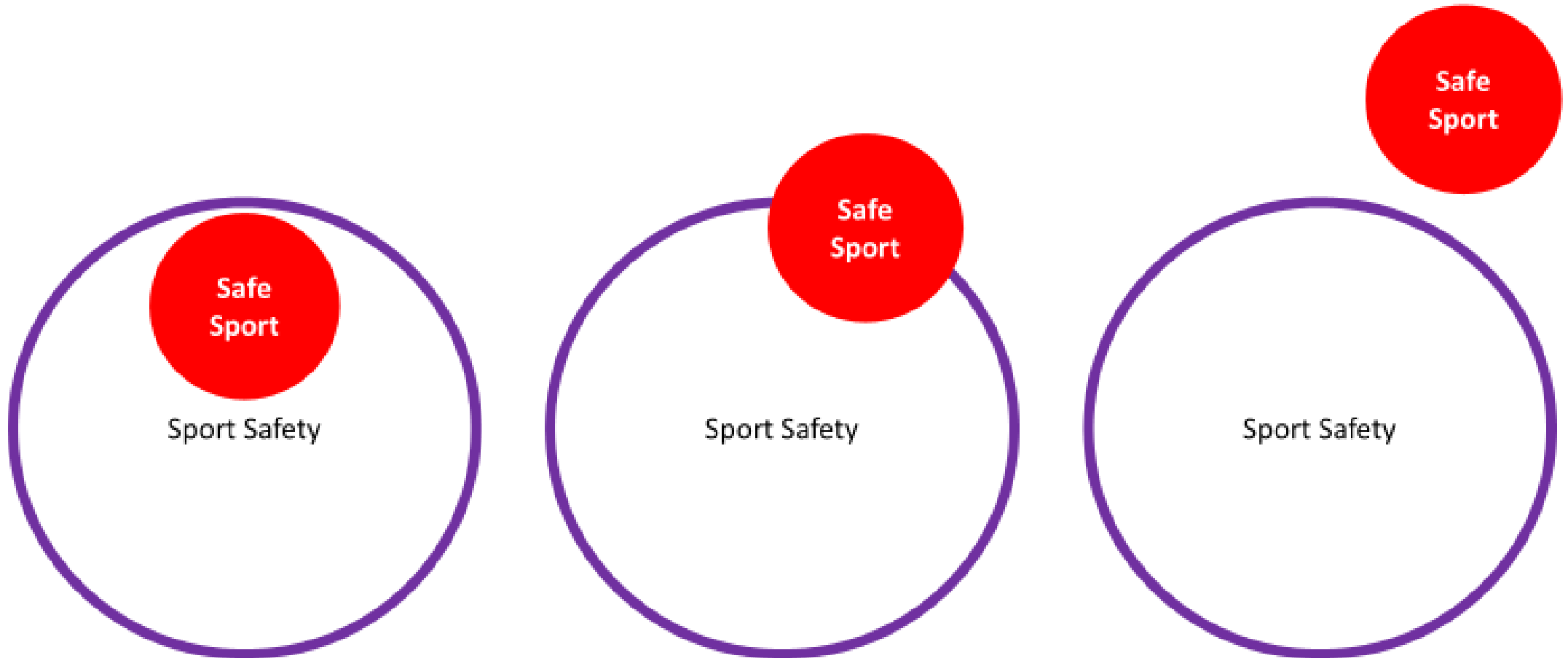
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- ◊ Athletes experience psychological abuse and neglect to a far greater extent than other forms
- ◊ Neglectful and psychologically harmful behaviours such as demeaning, threatening or humiliating comments, denying basic needs such as food, water, and safe training conditions, have been accepted as normal practices in sport

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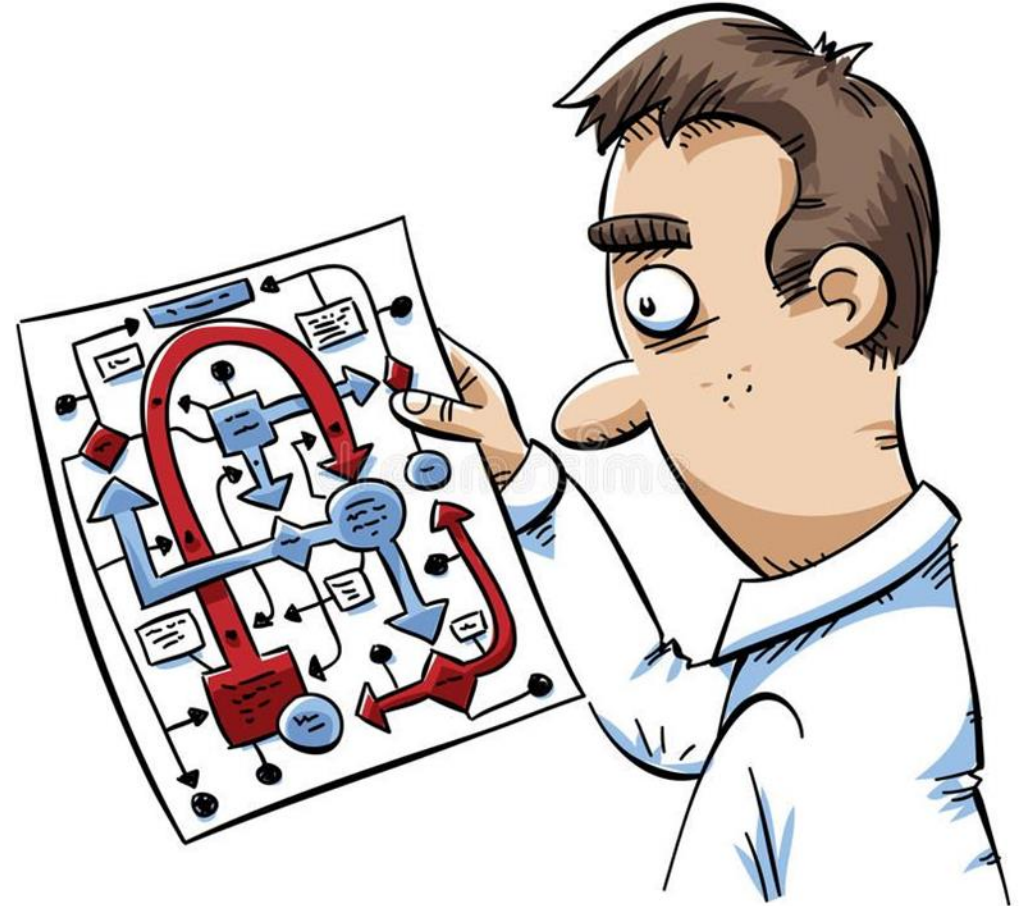
- ◊ Ensuring physical, psychological and emotional safety.
- ◊ This includes concussion and injury prevention and creating environments free from bullying, abuse, harassment, discrimination and other forms of maltreatment.

WHAT IS SAFE SPORT?

- ◊ Safe Sport is NOT about:
 - ◊ Qualifying for a competition or being selected to a team
 - ◊ Uneven playing time
 - ◊ Disagreeing with an official's ruling
 - ◊ Not liking a coach, official, opponent, or administrator
 - ◊ Appropriate consequences for not following rules, curfew, or team expectations

WHAT IS SAFE SPORT?

- ◆ NSO Role?
- ◆ PTSO Role?
- ◆ Club Role?
- ◆ Participant relationship with each level

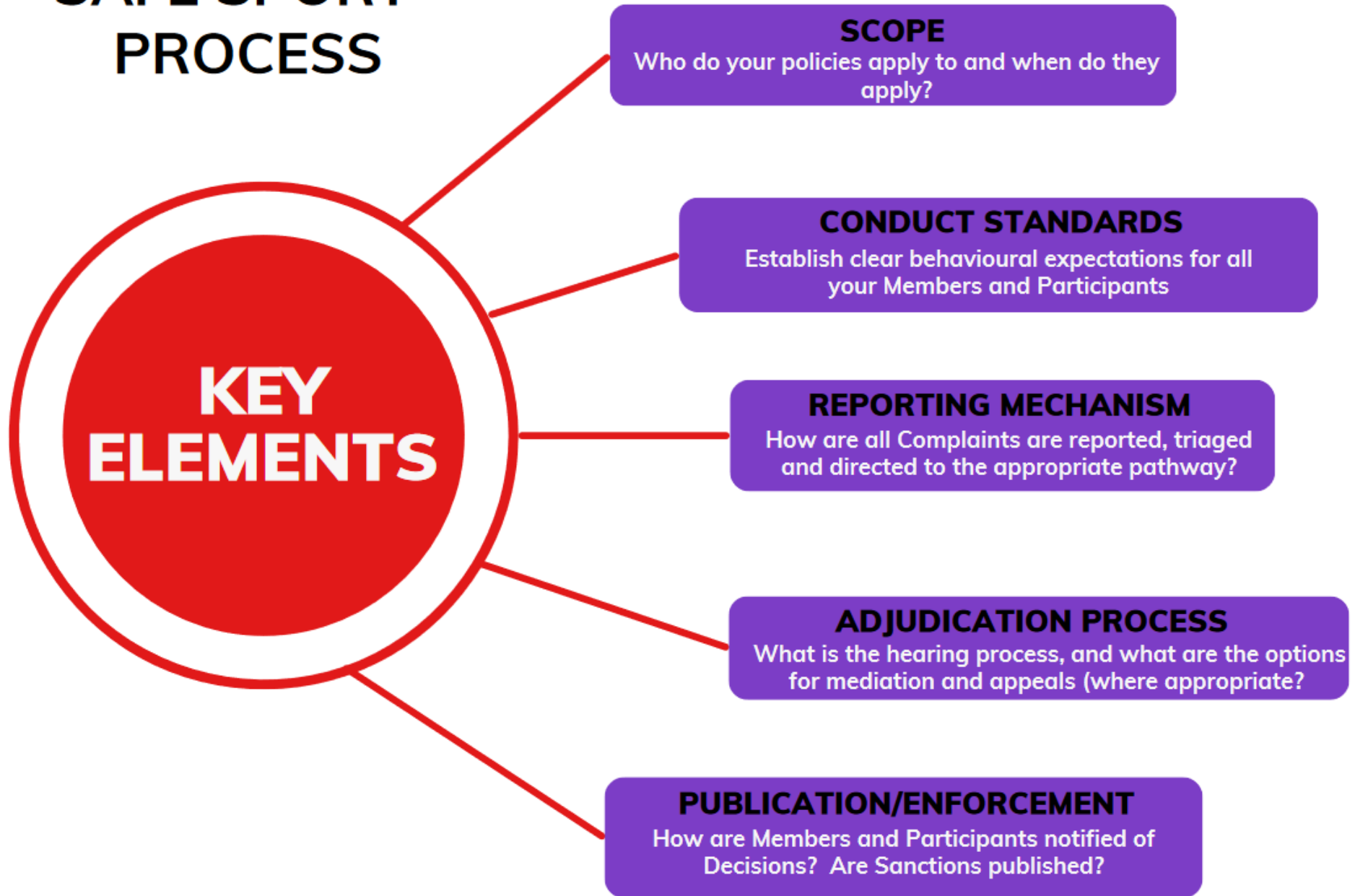


**Safe Sport is not the absence of 'bad'.
It is the presence of 'good'.**

SAFE SPORT ESSENTIALS



SAFE SPORT PROCESS



SAFE SPORT ESSENTIALS

- ◊ Do we have the right structures and processes in place to address:
 - ◊ Field of Play issues?
 - ◊ Safe Sport complaints?
 - ◊ Code of Conduct violations?



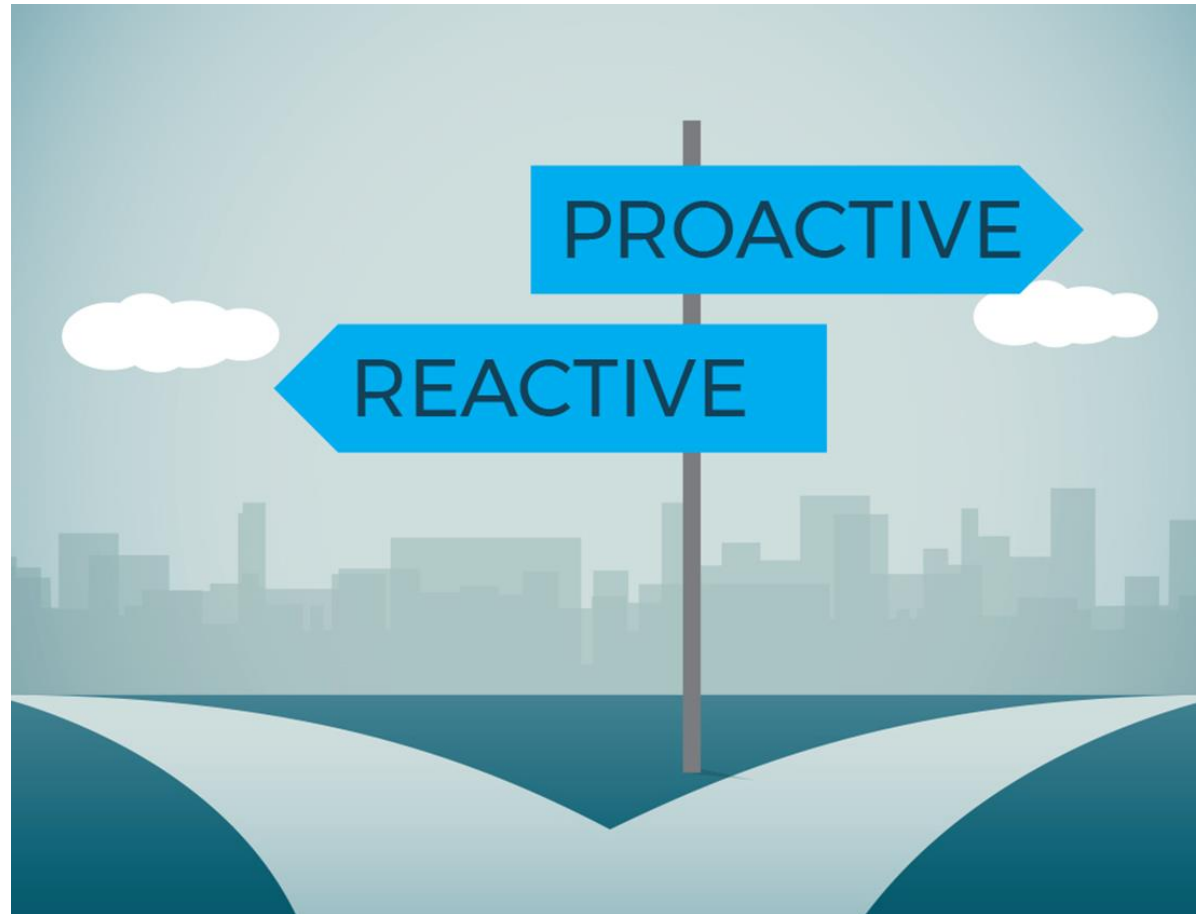
SAFE SPORT ESSENTIALS



SAFE SPORT ESSENTIALS

- ◊ Organizations Run Into Trouble When:
 - ◊ They do not set out rules [**policies**] or procedures to deal with something
 - ◊ They set out rules [**policies**] but they are incomplete, vague or contradictory
 - ◊ They set out rules [**policies**] but then choose not to follow them
 - ◊ They have rules [**policies**] that do not “fit” with their culture or their resources
 - ◊ Fail to review policies

SAFE SPORT ESSENTIALS



SAFE SPORT ESSENTIALS



“

**CULTURE IS A SET OF
LIVING RELATIONSHIPS
WORKING TOWARDS A
SHARED GOAL**

DAN COYLE

AUTHOR, THE CULTURE CODE

”

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