

Safe Sport & More



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Club and Skating Schools
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- Safe Sport program pillars
- Injuries
- Preventative measures & resources
- Disputes, Code of Ethics, Misconduct
- Bystander Intervention
- Respect Group
- Coach contracts



AGENDA



Opening Questions



1. What does Safe Sport mean to you?
2. Does hearing the term Safe Sport cause you to feel anxiety?

Safe Sport Program Pillars

PROMOTING A SAFE ENVIRONMENT

Promoting a safe environment that aligns with our core values is paramount. Treating individuals with respect, dignity, fairness, and providing an inclusive environment.

PROTECTION THROUGH PREVENTION

We are committed to protecting the safety and welfare of all participants through: prevention, comprehensive policies and protocols, risk identification and management, education, training, resources, and communication.

PROVIDING A SAFE SPORT REPORTING & RESOLUTION FRAMEWORK

Providing a national Safe Sport reporting and resolution framework that is compassionate, fair, transparent, timely, and without reprisal.



Skate Canada
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Promoting a Safe Environment



WHAT IS A GENERAL DISPUTE?

A disagreement between parties to whom the National Safe Sport Program applies:

- When a matter of governance/contract has an adverse effect on a Skate Canada skating environment.
- Where an individual has committed a serious breach of Skate Canada membership rules, regulations, and/or policies.

REPORT



WHAT IS MISCONDUCT?

Acts and/or behaviours that have potential to result in physical or psychological harm. This includes, but not limited to:

- abuse (physical, psychological, and sexual abuse)
- neglect
- bullying
- harassment
- discrimination

REPORT



WHAT IS INJURY?

Bodily injury, which is sustained as a direct result of an unintended, unanticipated accident while participating in, or travelling to or from, a Skate Canada sanctioned activity.

REPORT





Promoting a Safe Environment

- Universal Code of Conduct to prevent and address Maltreatment in Sport (UCCMS)
- Skate Canada Code of Ethics
- Skate Canada Trans Inclusion Protocol
- Skate Canada Concussion Policy
- Skate Canada Anti Doping Policy

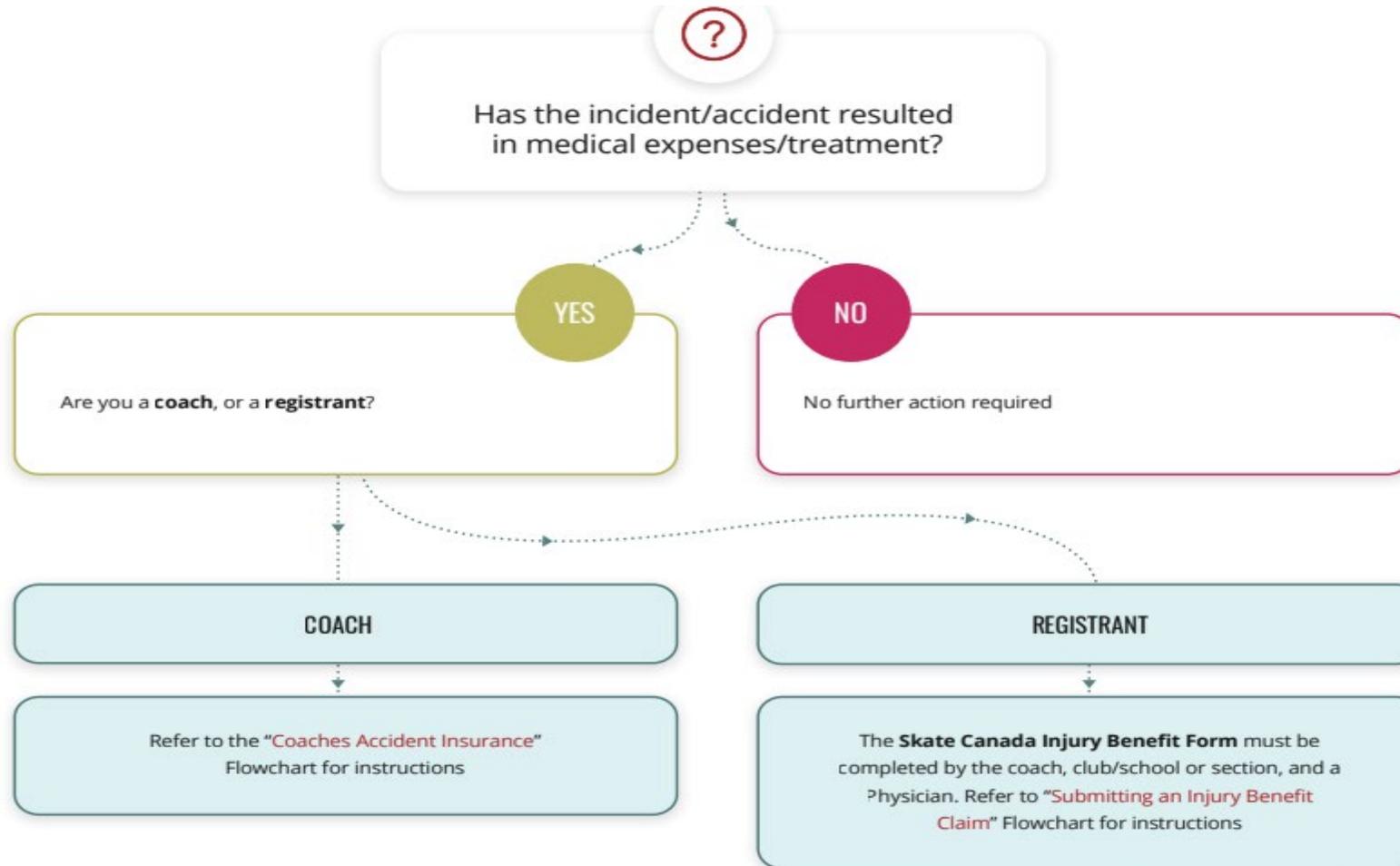


Prevention through Protection

- Safe Sport Training and Education
- Safe Sport Handbook
- Equity Diversity and Inclusion Resources
- Injury Prevention Resources
- Wellness and Mental Health Resources
- Insurance program
- Responsible Coaching Movement
- Additional Resources

[Safe Sport - Protection Through Prevention - Skate Canada](#)

Injury Flowchart and Resources





Injury Form Resources

- Injury Incident Form – to be filled in by club board member, administrator or coach

Submit an Incident Report

To be completed by a club board member, skating school administrator or coach

Please complete this **Incident Report Form** should an incident occur at your club, skating school or at any Skate Canada related event. When multiple people are involved in a single incident, please complete and submit an incident report form for each individual.

[Complete the Online Incident Report](#)

Printable Version

IMPORTANT: The **printable version** of this report is to allow for immediate recording of the incident only

Information captured on the **printable version** of the incident report must be submitted through the Online Incident Report no later than thirty (30) days from the date of the incident.



Injury Form Resources

- Injury Benefit Claim

Submit an Injury Benefit Claim

This form is for all Skate Canada registrants only. Coaches must use the Coaches' Insurance Claim Form.

The club must complete section 1) *Claimant's Statement* and section 3) *Club Statement*.

If medical attention is or was required, you must have section 2) *Physician's Statement* completed by a physician.

The form must be emailed to Skate Canada's Safe Sport department at safesport@skatecanada.ca.

Please note that the Injury Benefit coverage is a secondary benefit to one's family insurance.

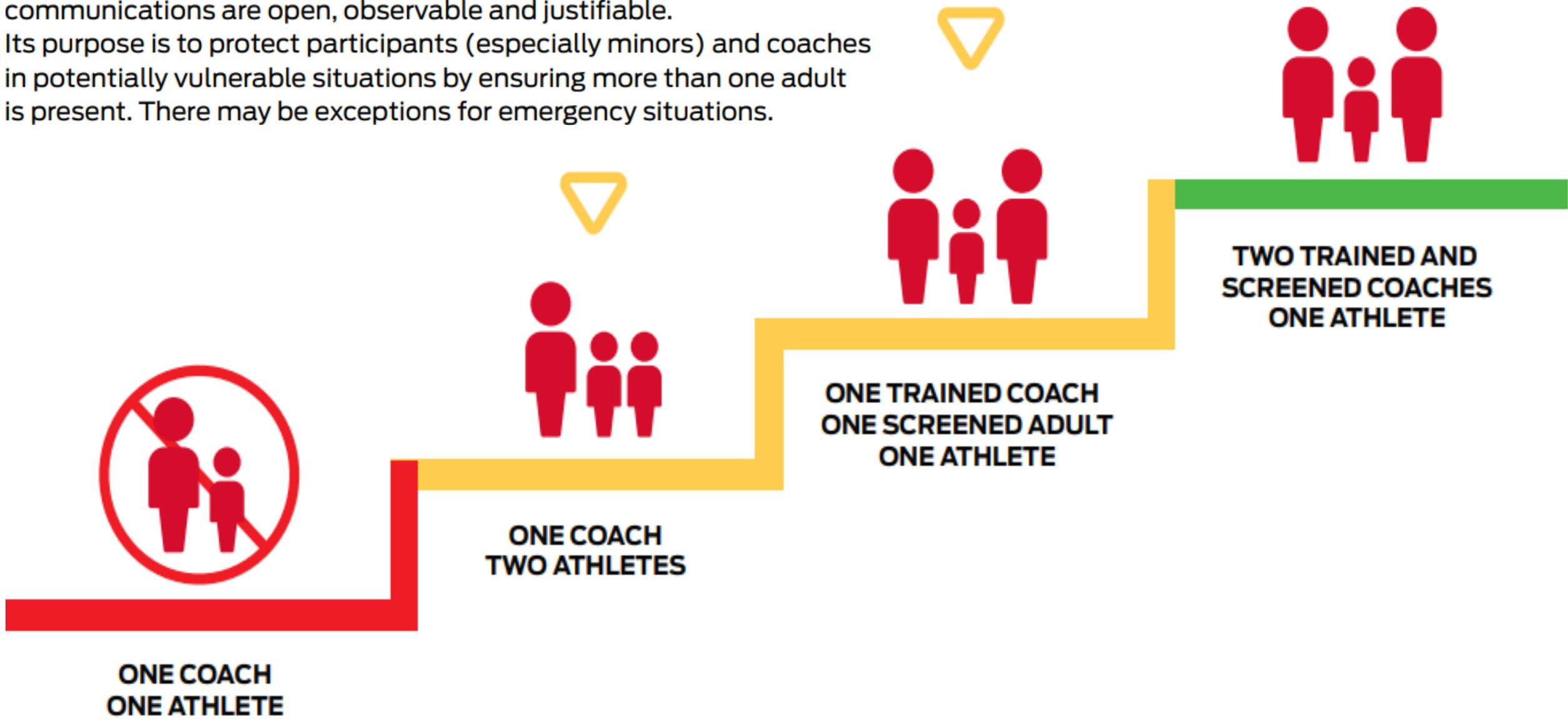
[Open Claim Form](#)





RULE OF TWO

The goal of the **Rule of Two** is to ensure all interactions and communications are open, observable and justifiable. Its purpose is to protect participants (especially minors) and coaches in potentially vulnerable situations by ensuring more than one adult is present. There may be exceptions for emergency situations.





Standard of Measure for Maintaining Appropriate Boundaries

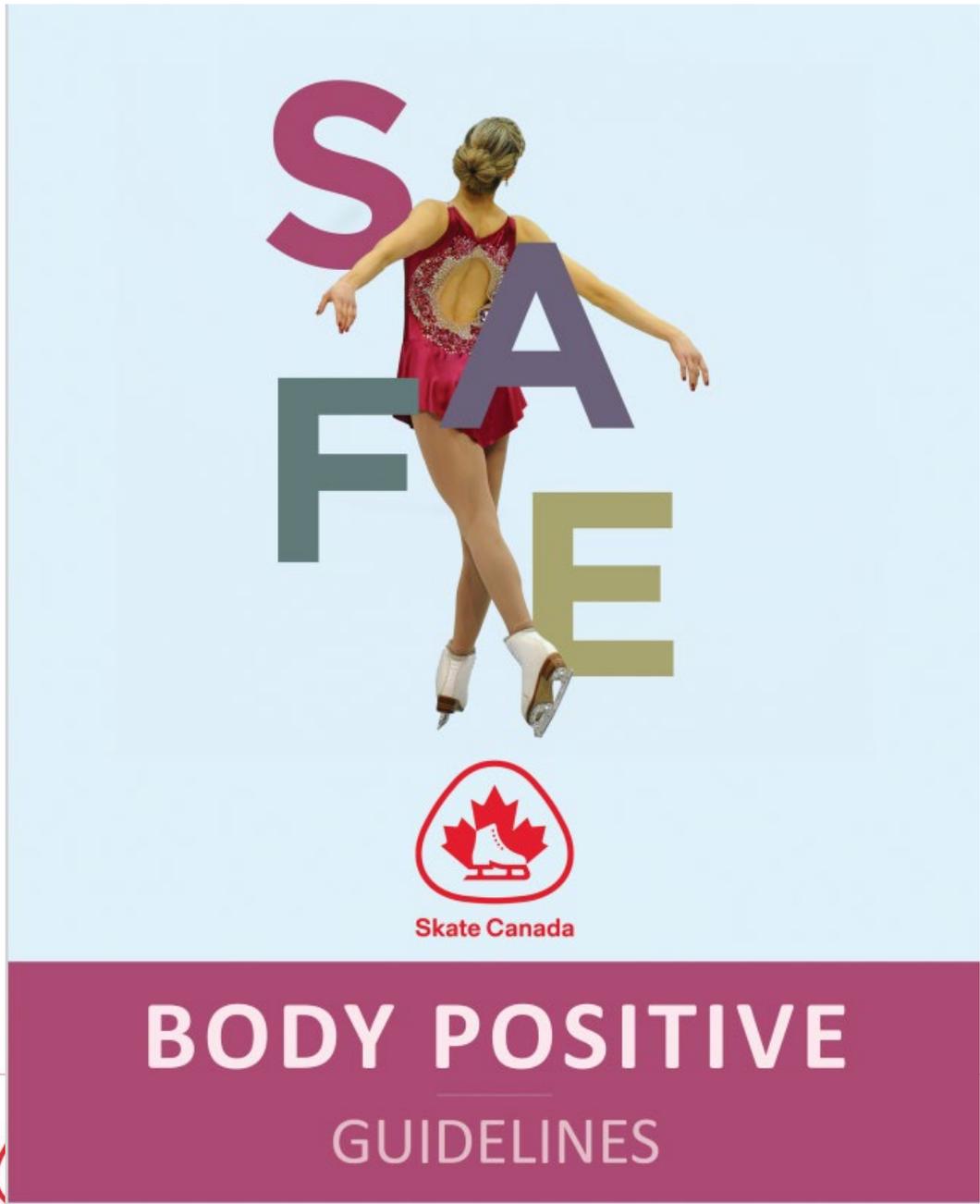
- All interactions with children should be (including electronic communication):
 - Transparent
 - Accountable
 - Tied to coaching
 - In response to meeting the child's need
 - Reflect a duty of care and protection



SAFE SPORT HANDBOOK

An Interactive Resource Guide

START



- [Body Positive Guidelines Infographic](#)



Communication and Language

- Fat, skinny, heavy, stick thin, large
- Toned, lean
- Both praise and criticism for body appearance may be harmful
- Praise skill, execution, power, strength, effort, persistence



Everyone in the skating community is bound to Skate Canada's National Safe Sport Program, associated policies, and procedures. We urge you to always report general disputes, injuries and violations, or suspected violations of misconduct.

General Disputes

In writing to
Club/Skating
School

Code of Ethics Breach

In writing
directly to
SC Safe Sport

Misconduct

In writing to
Skate-Safe.ca
(Independent
third party)

Reporting General Disputes

Skate Canada strongly encourages that the individuals involved make every effort to resolve the dispute amongst themselves. If the dispute is resolved among the parties then no escalation is required.

If not feasible, follow the steps below.



[Flowchart](#)



Reporting Code of Ethics Violations

- **For skaters, registrants, members, coaches, officials, parents/guardians, concerns can be reported through the National Safe Sport Program.**
- Reports can be submitted in English or French on a confidential basis to safesport@skatecanada.ca

There have been instances of clubs where coaches actively approach Canskate parents on a regular basis to solicit private students. The coaches believe this to be outside the definition of solicitation since the skaters don't have a current coach. Is this considered solicitation or is this acceptable behavior?





A recent article in the Inside Edge specified that a coach should not directly or indirectly solicit athletes of another coach, offering your services directly to CanSkate parents could be seen as a form of solicitation as well. It is not an acceptable behaviour nor does it align with StarSkate programming guidelines as we encourage coaches/clubs to continue group lessons in StarSkate.





“I heard through the grapevine that you are looking to join a Junior team. I thought that you might not have tried out for XYZ because of carpooling. I think we can get you into a carpool if you would be interested in coming out to our team. I talked to the coaches and they said if you are interested to email them. Would love to see you on this team. “
Manager of Synchro Team





What is UCCMS?

UCCMS is the Universal Code of Conduct to Prevent and Address Maltreatment in Sport 6.0





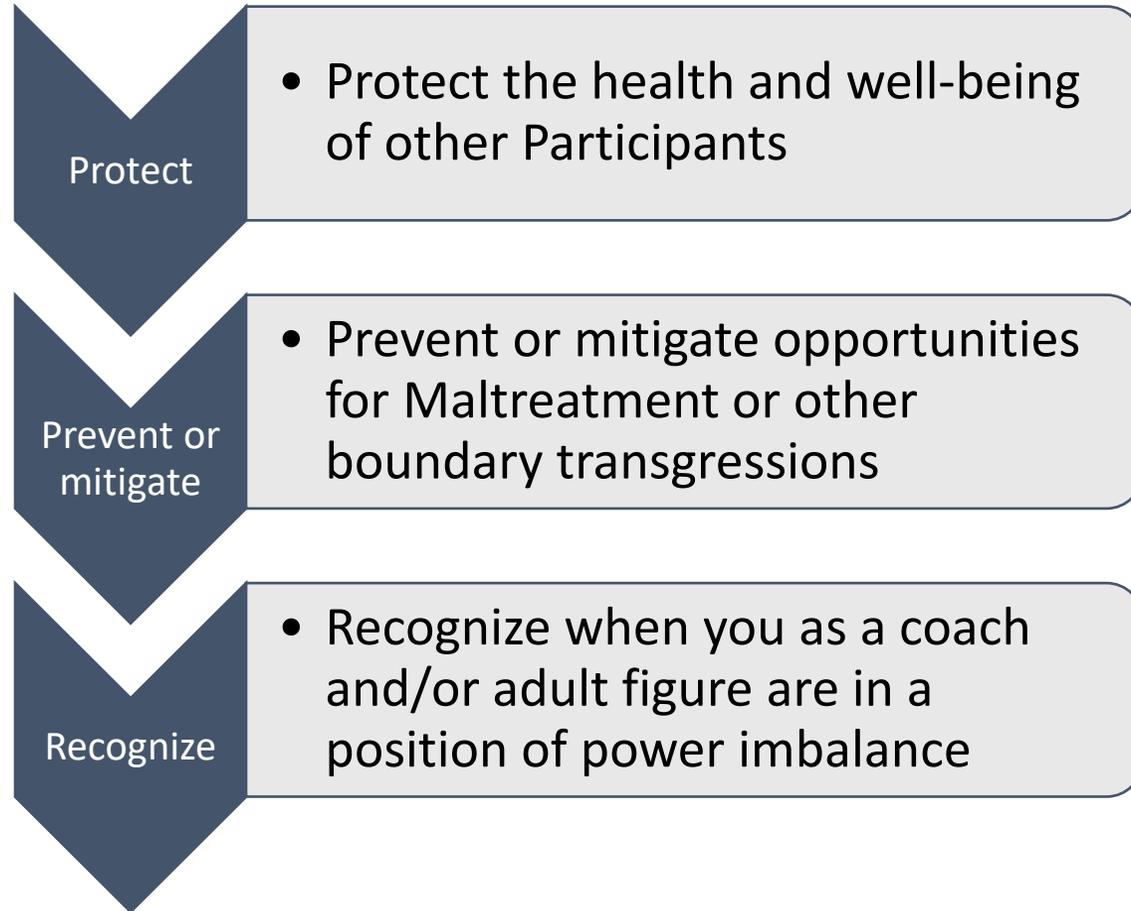
UCCMS Objectives

- Treat others with respect, dignity, fairly and reasonably
- Demonstrate the spirit of sportsmanship, leadership, ethical conduct and diversity of individuals
- Identify and engage in conversations that lead to positive behaviour change
- Accept and consider feedback with respect to your own actions and take positive steps to resolve the concerns raised
- Establish, respect and maintain appropriate boundaries with Participants





Position of Authority

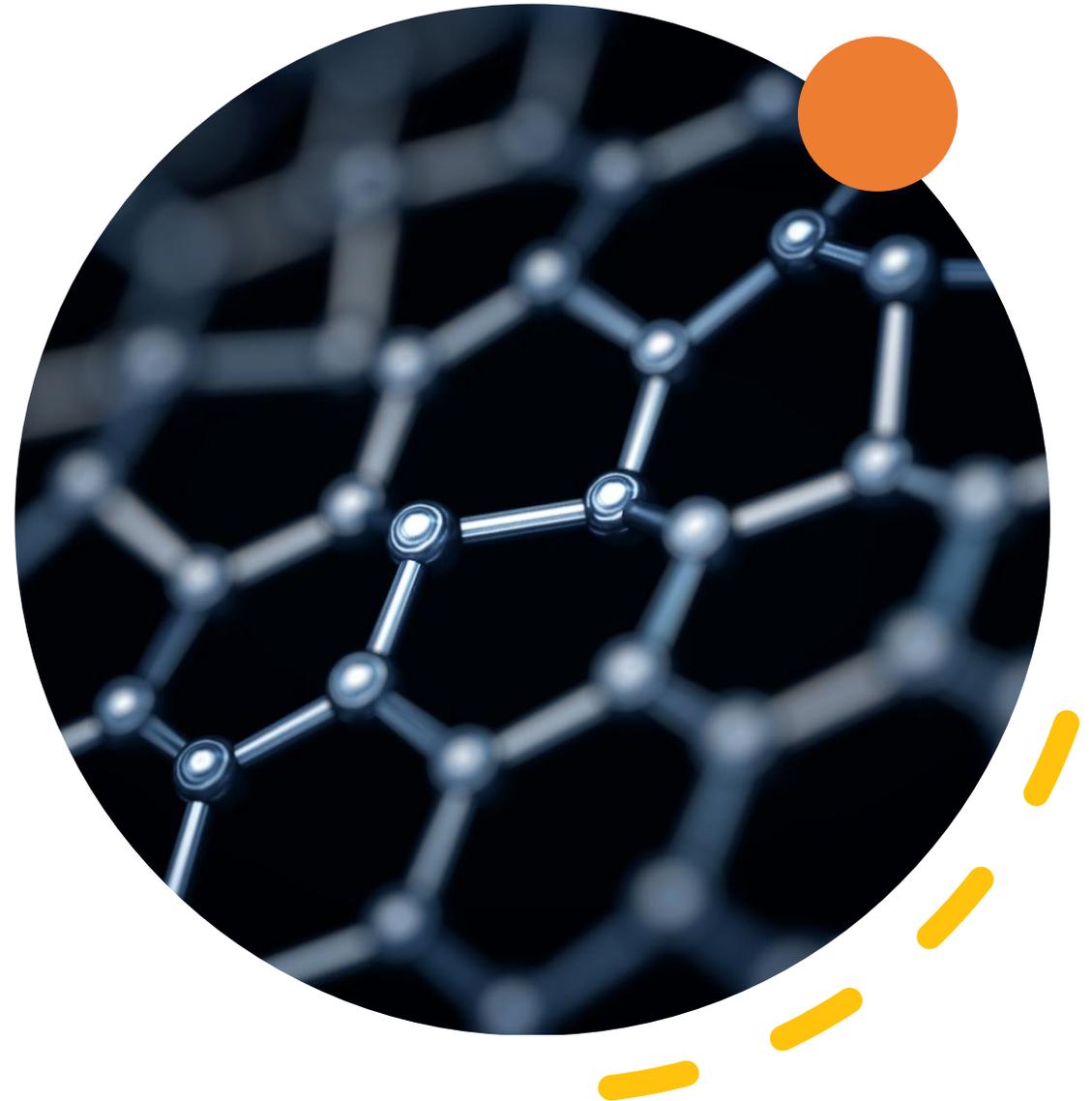


Prohibited Behaviors

- Psychological Maltreatment
- Physical Maltreatment
- Neglect
- Sexual Maltreatment
- Grooming

Boundary Transgressions

- Dependent on context and broad in scope
- Act/communication is not maltreatment however viewed as inappropriate
- Is concern raised in the mind of a reasonable observer



Reporting Misconduct

Misconduct means acts, conduct and/or behaviours that result in or have the potential to result in physical or psychological harm, which for the purposes of Policy includes: **maltreatment** (behaviours, acts and/or conduct of **abuse** including **physical**, **psychological**, and **sexual**; **neglect**; **grooming**; and interference or manipulation with the processes related to the implementation of this Policy, including retaliation, aiding and abetting, failure to report maltreatment of a minor, failure to report inappropriate conduct, and intentionally filing a false allegation), abuse of authority, **bullying**, **harassment**, and **discrimination**, all as defined within this Policy.

[Flowchart](#)



Skate Safe – Skate Canada Independent Reporting Mechanism



OSIC – Abuse Free Sport Independent Reporting Mechanism





Bystander Intervention

- **Bystander intervention** occurs when a person sees a situation and voices an opinion about someone else's language and/or behavior that is inappropriate, hurtful, abusive or dangerous.
 - Bystanders have an incredible amount of power to either better or worsen the situation and ultimately the outcomes for the victims of misconduct
-

Addressing behaviour

- Do
 - Get Help
 - Be Visible
 - Step in where you can
 - Support the victim
 - Follow up

- Don't
 - Assume other people will intervene
 - Be afraid of embarrassment
 - Put yourself in harm's way
 - Pass judgment



Respect Group

- **Respect Group** is a partner with Skate Canada – their vision is to eliminate BAHD by inspiring a global culture of respect
- Respect in Sport Activity Leader Training
- Respect in Workplace
- Respect in Sport – Parent Program



Do you have coach contracts in your club?



**Skate Canada
Patinage Canada**



Contracts for all coaches?

Short answer: YES!

Contracts/letters of agreement should be used for:

- Full time coaches
- Part time coaches
- Freelance/guest coaches (on and off ice)





Why is a contract/ agreement important?

- Outlines club expectations
- Outlines coach expectations
- Clearly outlines roles & responsibilities and protects both parties
- Professional development support and expectation
- Keep it simple.

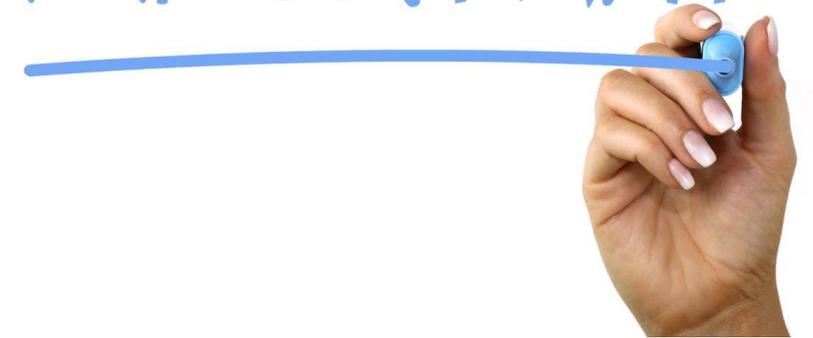


Basic Clauses to Consider

- **Term:** how long is the contract for?
- **Status:** full time, part time or casual/freelance
- **Remuneration:** what is the rate and when will it be paid? Is it hourly, weekly, annually?
- **Probation:** if there is one, how long will it be?
- **Early Termination:** if the contract has a fixed end date, what happens if you as the club want to end the contract OR if the coach wants to end the contract?
- **Club versus Non Club activities:** important to differentiate these to ensure that employment standards and obligations are articulated in contract



IMPORTANT



ANY
QUESTIONS
?



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