

SAFE SPORT STATEMENT

SIRC takes any situation involving misconduct or maltreatment very seriously. For this reason, SIRC is committed to enacting and enforcing strong, clear, and effective policies and processes for preventing and addressing all forms of misconduct or maltreatment.

The procedures and processes are intended to promote a Safe Sport environment in a manner that allows for consistent, immediate, appropriate and meaningful action should any issues arise, and they are also intended to prevent issues from arising in the first place by communicating expected standards of behaviour.

Should any individuals involved with SIRC wish to report any instance of misconduct or maltreatment by a SIRC Representative, they may inform SIRC of their intent to submit a complaint and SIRC will identify an independent third-party to address and manage the complaint.

SIRC also recognizes the recent development of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) and its responsibility as a federally-funded sport organization to integrate the UCCMS into its policies. SIRC's policies incorporate the key elements of the current version of the UCCMS as follows (which are noted in the respective document by an *):

UCCMS v. 5.1 Section	SIRC Policies
Section 1.3 – Consensus Statements	Safe Sport Policy para. 4
Scope and Application 2.13	Code of Conduct para. 8c
Scope and Application 2.14	Code of Conduct para. 5-6
Scope and Application 2.15	Code of Conduct para. 7
Maltreatment 2.2	Code of Conduct – Appendix A
Retaliation 2.2.6.1.2	Discipline and Complaints Policy para. 25
Sanctions 3.1	Discipline and Complaints Policy para. 19
Considerations 3.2	Discipline and Complaints Policy para. 17-18
Presumptive Sanctions 3.3	Discipline and Complaints Policy para. 20
Public Disclosure 3.4	Discipline and Complaints Policy para. 24

SAFE SPORT POLICY

Definitions

1. The following definitions have these meanings in this Policy Statement:
 - a) “*Maltreatment*” - as defined in the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (“UCCMS”) and also provided in **Appendix A** in the *Code of Conduct and Ethics*
 - b) “*SIRC Representative*” – Individuals employed by, or engaged in activities on behalf of, SIRC including: Directors, staff members, contract personnel, presenters, and volunteers

Purpose

2. The Policy describes how SIRC aims to provide a safe sport environment.

Commitment to a Sport Environment Free from Maltreatment

3. *SIRC makes the following commitments to a sport environment free from Maltreatment:
 - a) Addressing the causes and consequences of Maltreatment is a collective responsibility and requires the deliberate efforts of all SIRC Representatives, sport stakeholders, sport club administrators and organization leaders.
 - b) SIRC Representatives in positions of trust and authority have the general responsibility to protect the health and well-being of all other SIRC Representatives.
 - c) Adult SIRC Representatives have a specific ethical and statutory duty and the additional responsibility to respond to incidents of Maltreatment involving minors and other vulnerable participants.
 - d) All SIRC Representatives recognize that Maltreatment can occur regardless of age, sex, sexual orientation, gender identity or expression, race, ethnicity, Indigenous status, or level of physical and intellectual disability and their intersections. Moreover, it is recognized that those from traditionally marginalized groups have increased vulnerability to experiences of Maltreatment.
 - e) All SIRC Representatives recognize that individuals who have experienced Maltreatment may experience a range of effects that may emerge at different time points and that can profoundly affect their lives.
 - f) All adults working with children and youth have a duty to prevent or mitigate opportunities for misconduct.
 - g) In recognition of the historic vulnerability to discrimination and violence amongst some groups, and that continues to persist today, SIRC Representatives in positions of trust and authority have a duty to incorporate strategies to recognize systemic bias, unconscious bias, and to respond quickly and effectively to discriminatory practices

Conduct Standards

4. SIRC will adopt a *Code of Conduct and Ethics* that describes standards of conduct and behaviour for all SIRC Representatives.
5. The *Code of Conduct and Ethics* will contain detailed definitions of key terms, including:
 - a) Maltreatment
 - b) Harassment

Training and Resources

Prevention

6. SIRC Representatives are required to indicate, in writing, that they agree to adhere to the organization’s policies for safe sport and will provide updates to these documents whenever they occur.

7. SIRC Representatives will be required to take Safe Sport training (as outlined below):

Training

8. SIRC requires mandatory training on preventing and addressing harassment and abuse for SIRC Representatives, including:
- a) Staff
 - b) Board of Directors
 - c) Committee Members
9. SIRC will annually ensure that SIRC Representatives have received the most up-to-date training available.

Resources

10. SIRC will regularly provide information to SIRC Representatives about resources and training related to protection from maltreatment. Resources and training opportunities can include:
- a) [NCCP modules](#)
 - b) [Respect in Sport](#)
 - c) [Commit to Kids](#)
 - d) [Red Cross – Respect Education Courses](#)
 - e) Other

Dispute Resolution

11. SIRC will have dispute resolution policies that will include:
- a) *Discipline and Complaints Policy*
12. The dispute resolution policies will include the following features:
- a) An independent individual to whom complaints can be submitted
 - b) Sanctions for violations of conduct standards
 - c) Mechanism for suspension of individuals pending the conclusion of the process
 - d) Non-biased and experienced case managers, decision-makers and/or investigators
 - e) Protection from reprisal for submitting complaints
 - f) Opportunity for alternative dispute resolution
 - g) Investigations of certain complaints

Records

13. SIRC will retain records of decisions that have been made pursuant to the organization's policies.

Governance and Operations

14. SIRC will have a comprehensive plan in which safe sport is a priority for the organization.
15. SIRC will pursue a governance structure and organizational culture that reflects a diversity of stakeholders and that adheres to all applicable federal and/or provincial/territorial legislation.
16. SIRC will continually monitor and evaluate its policies, practices, and procedures.

