



## **HARASSMENT, BULLYING, AND ABUSE PREVENTION**

Skate Canada considers harassment, bullying, and abuse a very serious matter and responds to all complaints. Following the Complaint and Investigation procedures, we ensure the provision of a fair and reasonable process for handling complaints within a timely manner. In addition, a National Review Board has been appointed to consider appropriate cases. Members of this Board have expert knowledge of Skate Canada's Bylaws, Policies and Procedures and extensive experience in alternate dispute resolution and sports-related issues.

In addition to responding to all complaints, the Safe Sport Department will introduce best in class education and training programs to different groups of stakeholders including, skaters, parents, officials, coaches, administrators, and volunteers. This education is a key component of Skate Canada's harassment, bullying, and abuse prevention program, providing participants with information necessary to more effectively monitor the activities in sections, clubs and skating schools thereby minimizing the occurrence of such behaviour.



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**SKATECANADA**

# **SAFE SPORT**

**Skate Canada places the highest priority on a safe and fun learning environment for all of its participants.**

**Several programs are planned for roll-out in the coming years based on Skate Canada's Safe Sport Framework. These programs will facilitate best-in-class safety initiatives. It is Skate Canada's goal and commitment to be the leading Safe Sport organization in Canada and the World.**





## SCREENING ENHANCEMENT

Although Skate Canada currently conducts background checks on all of its coaches, this initiative will expand the nature and breadth of screening to others in positions of authority. This initiative will introduce screening tools such as interview guidelines, child and youth safety training, reference checks, and the mandatory requirement to review and sign the code of conduct.

## CONCUSSION EDUCATION AND PROTOCOLS

Sports are a great way for children and youth to get exercise, make friends, and learn important life lessons. However, 40% of head injuries in children aged 10 to 14 occur during sport. Concussion is an invisible brain injury that cannot be seen by an X-ray, MRI, or CT scan. Coaches, teachers, parents, teammates and medical professionals cannot diagnose concussed players just by looking at them.<sup>1</sup>

Skate Canada's goal is to build awareness and influence behaviour through education, policies, and return to play protocols.

## INCLUSION

Skate Canada supports an inclusive environment of openness and respect for everyone regardless of ethnicity, race, gender, religion, class, size, or sexual or gender identity. We are committed to providing strong and positive leadership that models fair and respectful behaviour.

## ANTI-DOPING PROGRAM

The Canadian Centre for Ethics in Sport (CCES) is the custodian of the Canadian Anti-Doping Program (CADP); the set of rules that govern anti-doping in Canada. The CADP consists of several components such as in and out-of-competition testing, education, medical exemptions, and the consequences of doping violations. The CADP is designed to protect athletes' rights and ensure a level playing field. It is compliant with the World Anti-Doping Code and all international standards. Skate Canada has adopted the CADP and you can be confident that you are part of a world-class anti-doping program. It is our goal to ensure all of our athletes are trained, protected and treated fairly.

## ENTERPRISE RISK MANAGEMENT

Enterprise Risk Management (ERM) is a strategic business discipline that supports the achievement of an organization's objectives by addressing the full spectrum of its risks and managing the combined impact of those risks as an interrelated risk portfolio. It provides a structured process for the management of all risks, whether those risks are primarily quantitative or qualitative in nature.

Skate Canada is currently developing a comprehensive course that will provide a full overview of the ERM framework and step-by-step instructions on how to complete the risk register. Tools, templates and additional resources will be available as well as opportunities for individual or group consultation.

## INSURANCE PROGRAM

Skate Canada is committed to providing its registrants and members with the best insurance policies with the most competitive premiums. The Safe Sport Department is continuously working with brokers and underwriters to achieve this goal. Through this initiative, we continue to improve our insurance policies and introduce new coverages.

## RESPONSIBLE COACHING MOVEMENT

The Responsible Coaching Movement is a multi-phase system-wide movement, coordinated by the Coaching Association of Canada and the Canadian Centre for Ethics in Sport. This movement will affect all sport organizations and coaches. Phase 1 of this initiative addresses the relationship between the coach and the athlete to ensure that athletes, especially minor athletes, are not subject to unethical behaviour by coaches. Skate Canada is one of the leaders in helping to develop the standards for responsible coaching.

For further information, please visit: [coach.ca/responsible-coaching-movement-s17179](https://coach.ca/responsible-coaching-movement-s17179)

## OTHER SAFE SPORT INITIATIVES

Many other initiatives are planned for roll-out in the coming years based on the full Safe Sport Framework that is available on the Safe Sport website.

<sup>1</sup>[parachutecanada.org/injury-topics/topic/C9](https://parachutecanada.org/injury-topics/topic/C9)