



Burnaby Canoe & Kayak Club

Safe Sport Policy

1. Purpose

The Burnaby Canoe & Kayak Club ("the Club") is committed to providing a safe, welcoming, and inclusive environment for all participants. In alignment with the Government of Canada's Safe Sport Framework and the Canoe Kayak Canada (CKC) Safe Sport policies, the Club affirms that every individual has the right to participate in sport free from maltreatment, harassment, abuse, neglect, and discrimination.

2. Policy Statement

The Club has formally adopted and agrees to follow all Canoe Kayak Canada Safe Sport policies, including but not limited to:

- Code of Conduct and Ethics
- Screening Policy
- Abuse, Harassment, and Discrimination Policy
- Athlete Protection Policy
- Social Media, Communication and Electronic Communications Policy
- Whistleblower Policy
- Discipline and Complaints Policy
- Appeal Policy

These policies apply to all members of the Club, including athletes, coaches, officials, volunteers, administrators, parents/guardians, and spectators.

3. Scope

This policy applies to all activities, events, and interactions sanctioned or recognized by the Club, whether on the water, on land, in person, or online.

4. Guiding Principles

- **Respect & Inclusion:** Every participant has the right to be treated with dignity, free from harassment, abuse, neglect, or discrimination.
- **Transparency & Accountability:** The Club will handle all Safe Sport matters in a fair, consistent, and confidential manner.
- **Alignment with National Standards:** The Club recognizes CKC policies as binding and ensures that Club-level practices reflect national expectations.
- **Education & Prevention:** The Club will encourage and support ongoing education in Safe Sport for athletes, coaches, volunteers, and parents.



5. Complaints & Reporting

- All complaints of maltreatment or policy violations will be managed in accordance with CKC's Discipline and Complaints Policy.
- For matters under the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS), individuals may file a complaint directly with the Office of the Sport Integrity Commissioner (OSIC), part of Abuse-Free Sport.
- At the Club level, a designated Club Safe Sport Officer will act as a resource person to guide members to the appropriate complaint process but will not investigate or adjudicate complaints locally.

6. Roles & Responsibilities

- Club Board of Directors: Ensure adoption and communication of CKC Safe Sport policies at the Club level.
- Club Safe Sport Officer:
 - Be the first point of contact for Safe Sport questions.
 - Direct members to CKC or OSIC complaint processes.
 - Promote awareness of Safe Sport resources.
- Members: Abide by the Code of Conduct and Safe Sport policies at all times.

7. Education & Awareness

The Club will support members in completing Safe Sport training (e.g., CAC's *Safe Sport Training*, Respect in Sport, or equivalent), and ensure that all coaches, staff, and officials complete mandatory training as required by CKC and Sport Canada.

8. Review

This policy will be reviewed annually by the Board of Directors, in consultation with CKC and Safe Sport authorities, to ensure ongoing alignment with federal and national standards.