



Purpose

a) b) The purpose of this Policy is to safeguard the safety, well-being, and professional integrity of all Organization (NWRA) coaches by protecting them from harassment, abuse, or undue stress. The Organization is committed to fostering a safe and respectful environment for coaches, consistent with the principles of the Standard, which emphasizes preventing psychological harm and promoting psychological well-being in organizational settings.

This Policy recognizes the importance of protecting coaches from reputational harm, undue scrutiny, and persistent unreasonable demands to ensure a healthy and supportive training environment. Particular attention is given to creating a psychologically safe space for female and younger coaches.

Application of this Policy

2. This Policy applies to all Participants (players, parents, guardians).

3. Any Participant who violates this Policy may be subject to sanctions pursuant to Ringette Manitoba Discipline and Complaints Policy. In addition to facing possible sanctions pursuant to the Discipline and Complaints Policy, a Participant who violates this Policy during the business, activities, and events of the Organization may be removed and the Participant may be subject to further sanctions.

Responsibilities

4. Participants have a responsibility to refrain from behaviours that contradict the spirit of youth sport, including, but not limited to, instances of:

- a) Verbal abuse, harassment, or intimidation directed towards Participants, which undermines respect and creates a hostile environment.
- b) Persistent complaints such as continuing to raise the same complaint after it has been thoroughly investigated and found to be without merit.
- c) Physical aggression or threats of physical violence, which directly compromises safety and creates a sense of fear.
- d) Behaviour that creates a reasonable fear for the safety of others, which disrupts the sense of security crucial to psychological well-being.
- e) Repeated or severe violations of program rules or codes of conduct, which destabilize the predictability and fairness essential for a healthy environment.
- f) Public or private dissemination of false or misleading information intended to damage a Participant's reputation.
- g) Any form of cyber bullying, or use of social media to create a hostile environment.

Previous Conduct

5. The Organization reserves the right to consider documented instances of prior misconduct when assessing a threat to coach safety and well-being, accepting or renewing registration, and such other purposes deemed relevant by the Organization, such as:

a) Documented instances of prior misconduct, regardless of whether they occurred within the Organization or in other settings. This includes, but is not limited to disciplinary actions, suspensions, or expulsion and behaviors that indicate a pattern of aggression, persistent complaints, harassment, or disregard for safety or professional integrity.

Verification, Documentation & Sanctions

6.The Organization reserves the right to take disciplinary action which may include, but is not limited to, restrictions on communication, suspension of participation, revocation of registration.

7.The Organization will follow Ringette Manitoba's Discipline and Complaints Policy for all complaints that relate to threatening conduct, potential impact on the safety, well-being, and professional reputation of coaches and participants and any other alleged breach of conduct as defined herein.

8.Decisions regarding registration acceptance, denial or termination will be made based on a thorough assessment, considering all available information. The Organization will strive to communicate the reasons for such decisions clearly and respectfully, while maintaining the confidentiality of all parties involved.

9.The Organization reserves the right to seek legal counsel or contact law enforcement as required.