



Screening Policy

Preamble

1. Screening of personnel and volunteers is an important part of providing a safe sporting environment and has become a common practice among sport Associations that provide programs and services. **Hinton Ringette Association** (hereinafter the "Association") is responsible at law, to do everything reasonable to provide a safe and secure environment for participants in its programs, activities and events.
2. This Policy is one of several policy tools that the Association will use to fulfill its commitment to provide a safe environment and to protect its participants.

Purpose

3. The purpose of screening is to identify individuals who may pose a risk to the Association and participants.

Policy Statement

4. Not all individuals associated with the Association will be required to undergo screening through a Police Records Check ("PRC"), Vulnerable Sector Screening ("VSS") and Screening Disclosure Form. The Association will determine, as a matter of policy, which designated categories of individuals will be subject to screening.
5. For the purposes of this policy, '**designated categories**' are those classes of persons who work closely with athletes and who occupy positions of trust and authority within the Association. Such designated categories include:
 - a) All individuals in paid staff positions;
 - b) All board members; and
 - c) Any persons appointed to an Association team whether as a coach, manager, chaperone, driver or official in another role.
6. It is the Association's policy that:
 - a) Individuals in designated categories will be screened using PRC's, VSS's and the Screening Disclosure Form.
 - b) Failure to participate in the screening process as outlined in this policy will result in ineligibility of the individual for the position.
 - c) The Association will not knowingly place in a designated category an individual who has a conviction for a '**relevant offence**', as defined in this policy. However, where the Screening Committee is of the opinion that, notwithstanding a conviction for a relevant offence a person can occupy a position in a designated category without adversely affecting the safety of the Association, an athlete or participant, through the imposition of such terms and conditions as are deemed appropriate, the

Screening Committee may approve a person's participation in a designated category.

- d) If a person in a designated position subsequently is charged or receives a conviction for, or is found guilty of, a relevant offence, they will report this circumstance immediately to the Association.
- e) If a person in a designated position provides falsified or misleading information, that person will immediately be removed from their designated position and maybe subject to further discipline in accordance with the Association's Discipline Policy.

Screening Committee

- 7. The implementation of this policy is the responsibility of the Screening Committee of the Association; a committee of three - five persons appointed by the Association Board of Directors. Quorum for the Screening Committee will be two (2) members.
- 8. The Board of Directors may, in its sole discretion, remove any individual of the Screening Committee. Where a position on the Screening Committee becomes vacant, either because an individual has been removed or because an individual has resigned, the Board of Directors, at its sole discretion, will appoint a replacement.
- 9. The Screening Committee will carry out its duties, in accordance with the terms of this policy, independent of the Board of Directors of the Association.
- 10. The Screening Committee is responsible for reviewing all PRC's, VSS's and Screening Disclosure Forms and, based on such reviews, making decisions regarding the appropriateness of individuals filling positions in designated categories within the Association. In carrying out its duties, the Screening Committee may consult with independent experts including lawyers, police, risk management consultants, volunteer screening specialists or any other person.

Procedure

- 11. Each person subject to this Policy will obtain and submit, at their own cost, a PRC and VSS from their local Police Service, the Screening Disclosure Form and a letter of good standing from the person's previous ringette organization in the case of a transfer from another Association, out of province or country to the Association.
- 12. The PRC, VSS, Screening Disclosure Form and letter of good standing, if required, will be submitted to the Screening Committee, c/o Hinton Ringette Association at its head office in an envelope marked "Confidential – Attention Screening Committee".
- 13. Individuals who do not submit a PRC, VSS, Screening Disclosure Form and letter of good standing, if required, will receive a notice to this effect and will be informed that their application will not proceed until such time as the PRC, VSS, Screening Disclosure Form and letter of good standing, if required, is received.
- 14. After to its review of a PRC, VSS, Screening Disclosure Form or letter of good standing, if required, the Screening Committee, by majority vote, will:
 - a) Approve an individual's participation in a designated category; or
 - b) Deny an individual's participation in a designated category; or

- c) Approve an individual's participation in a designated category subject to terms and conditions as the Screening Committee deems appropriate.
15. If an individual's PRC, VSS, Screening Disclosure Form or letter of good standing, if required, does not reveal a relevant offence; the Screening Committee will notify the Association President that the individual is eligible for the designated position. After providing notice, the Screening Committee will either maintain, return or destroy the original PRC, VSS, Screening Disclosure Document or letter of good standing.
 16. If an individual's PRC, VSS, Screening Disclosure Form or letter of good standing, if required, reveals a relevant offence; the Screening Committee will notify the Association President, render its decision and provide notice of its decision in accordance to paragraphs 14. After providing notice, the Screening Committee will either maintain, return or destroy the original PRC, VSS, Screening Disclosure Document or letter of good standing.
 17. The decisions of the Screening Committee are final and binding.
 18. Nothing in this policy will prevent an individual from re-applying for a staff or volunteer position with the Association at some point in the future, and submitting a new PRC, VSS and Screening Disclosure Form and letter of good standing, if required.
 19. PRC's and VSS's are valid for a period of three years and Screening Disclosure Forms must be completed on an annual basis. Notwithstanding this, the Screening Committee may request that a staff person or volunteer in a designated category provide a PRC, VSS or Screening Disclosure Form to the Screening Committee for review and consideration. Such request will be in writing and will provide the reasons for such a request.

Relevant Offences

20. For the purposes of this Policy, a 'relevant offence' is any of the following offences for which pardons have not been granted:
 - a) If imposed in the last five years:
 - i. Any violation/offence involving the use of a motor vehicle, including but not limited to impaired driving; or
 - ii. Any violation/offence for trafficking and/or possession of drugs and/or narcotics.
 - iii. Any violation/offence involving conduct against public morals;
 - b) If imposed in the last ten years:
 - i. Any violation/offence of violence including but not limited to, all forms of assault; or
 - ii. Any violation/offence involving a minor or minors.
 - c) If imposed at any time:
 - i. Any violation/offence involving the possession, distribution, or sale of any child-related pornography;
 - ii. Any sexual violation/offence involving a minor or minors; or
 - iii. Any violation/offence involving theft or fraud.

Written Records

21. All records will be maintained in a confidential manner and will not be disclosed to others except as required by law, or for use in legal, quasi-legal or disciplinary proceedings.