

## STATEMENT ON SAFE SPORT

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\* Indicates a definition adapted from the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (“UCCMS”)

Ringette New Brunswick’s primary concern is to protect the health, safety and physical and mental well-being of every individual that is involved in the Canadian Ringette community.

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

Ringette New Brunswick’s policies 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 Ringette New Brunswick, including but not limited to Athletes, coaches, officials, volunteers, and parents/guardians of Athletes, wish to report any instance of misconduct or maltreatment, they may do so directly to Ringette New Brunswick, which will then determine the appropriate forum and manner to address the complaint.

\*Ringette New Brunswick makes the following commitments to a sport environment free from Maltreatment:

- a) All Participants in sport can expect to play, practice and compete, work, and interact in an environment free from Maltreatment.
- b) Addressing the causes and consequences of Maltreatment is a collective responsibility and requires the deliberate efforts of all Participants, sport stakeholders, sport club administrators and organization leaders.
- c) Participants in positions of trust and authority have the general responsibility to protect the health and well-being of all other Participants.
- d) Adult Participants have a specific ethical and statutory duty and the additional responsibility to respond to incidents of Maltreatment involving Minors and other Vulnerable Participants.
- e) All Participants 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.
- f) All Participants 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.
- g) All adults working with children and youth have a duty to prevent or mitigate opportunities for misconduct.
- h) In recognition of the historic vulnerability to discrimination and violence amongst some groups, and that continues to persist today, Participants 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

Ringette New Brunswick also recognizes the recent development of the UCCMS and its responsibilities to integrate the UCCMS into its policies. Ringette New Brunswick policies incorporate the key elements of the current version of the UCCMS as follows:

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<u>UCCMS v. 5.1 Section</u>	<u>Policy Reference</u>
Section 1.2 – General Principles	Discipline and Complaints Policy para. 3
Section 1.3 – Consensus Statements	Statement on Safe Sport
Definitions	Definition of Terms Policy para. 2 Code of Conduct and Ethics para. 1 Discipline and Complaints Policy para. 1
Scope and Application 2.12	Code of Conduct para. 5 Discipline and Complaints Policy para. 7
Scope and Application 2.13	Code of Conduct and Ethics para. 11b
Scope and Application 2.14	Code of Conduct and Ethics para. 8-9
Scope and Application 2.15	Code of Conduct and Ethics para. 10
Scope and Application 2.16	Investigations Policy para. 9
Maltreatment 2.2	Code of Conduct and Ethics para. 1
Retaliation 2.2.6.1.2	Investigations Policy para. 14
Sanctions 3.1	Discipline and Complaints Policy para. 43
Considerations 3.2	Discipline and Complaints Policy para. 41-42
Presumptive Sanctions 3.3	Discipline and Complaints Policy para. 44
Public Disclosure 3.4	Discipline and Complaints Policy para. 53

Ringette New Brunswick recognizes that the UCCMS may continue to evolve and is committed to further revising its policies, as necessary.

Ringette New Brunswick requires mandatory training on preventing and addressing harassment and abuse for the following categories of Participants:

- a) Category 1 – Individuals in decision-making positions at Ringette New Brunswick:
  - i. Senior staff
  - ii. High Performance Directors
  - iii. Case Managers / Adjudicators / Investigators
- b) Category 2 – Athletes and individuals in direct contact with Athletes:
  - i. National Team Program Athletes
  - ii. Junior National Team Athletes
  - iii. Parents of underage National/Junior National Team Athletes
  - iv. High Performance Staff
  - v. Training Centre Staff
  - vi. Ringette Canada-Appointed Coach Developers
  - vii. Integrated Support Personnel: Mental, Strength and Conditioning, Nutrition, etc.
  - viii. Coaches: Paid, Unpaid
  - ix. Sport Assistants, guides, interpreters, etc.
  - x. Contractors (with direct Athlete contact)
  - xi. Officials
- c) Category 3 – Individuals with no direct Athlete contact:
  - i. Organizing Committees
  - ii. Admin/Finance Committees

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- iii. Governance Committees/Judicial Boards
- iv. Board of Directors
- v. Event volunteers
- vi. Office Staff

Categories of Participants must take the following training:

- a) Category 1 – CAC Safe Sport Training or Respect in Sport for Activity Leaders training
- b) Category 2 – CAC Safe Sport Training or Respect in Sport for Activity Leaders training
- c) Category 3 – CAC Safe Sport Training or Respect in Sport for Activity Leaders training

Categories of Participants must take the training at the following times:

- a) Category 1 – the earlier of:
  - i. Within 12 weeks of starting date; or
  - ii. Prior to their first formal activity in their season, or any unsupervised contact with an Athlete
- b) Category 2 – Prior to their first formal activity in their season, or prior to any unsupervised contact with an Athlete
- c) Category 3 – the earlier of:
  - i. Within 12 weeks of starting date; or
  - ii. Prior to their first formal activity and/or event

This Policy is subject to review at least once every three years

**Date of last review: January 2022**

*The publication of Ringette New Brunswick statement will be made available in the English and French languages. In the case of conflicting interpretations, the English version will prevail.*