

Policy Sections	Change	Date Approved	Effective Date
All	Add and align definitions of the AB UCC (Alberta Universal Code of Conduct) and ABSSCM (Alberta Safe Sport Complaint Management)	Feb 17 2026	April 1 2026

Overview

As the provincial organization that governs ringette in the Province of Alberta, Ringette Alberta's primary concern and responsibility is to protect the health, safety and physical and mental well-being of every individual involved in the Alberta Ringette community. Member Associations share this view.

Ringette Alberta and its Member Associations take situations involving misconduct or maltreatment very seriously. For this reason, Ringette Alberta and its Member Associations are committed to enacting and enforcing strong, clear, and effective policies and processes for preventing and addressing all forms of misconduct or maltreatment.

Ringette Alberta's Safe Sport policies, also adopted by the Member Associations, are intended to promote a safe sport environment in a manner that allows for consistent, immediate, appropriate and meaningful action should any issues arise. They are also intended to prevent issues from arising in the first place by communicating expected standards of behaviour.

Furthermore, Ringette Alberta and its Member Associations, recognize and abide by the Universal Code of Conduct to Prevent and Address Maltreatment in Sport ("UCCMS"), and the Alberta Universal Code of Conduct ("AB UCC"), as amended from time to time, which shall be incorporated into this Policy by reference as if set out in full herein.

Organizational Participants who wish to report concerns that fall within the scope of the AB UCC must follow the reporting process set out under the ABSSCM. Other conduct concerns are addressed in accordance with Ringette Alberta's *Discipline and Complaints Policy*.

The policies that make up Ringette Alberta's Safe Sport policy suite include the following, at minimum:

1. Statement on Safe Sport Policy
2. Code of Conduct and Ethics Policy
3. Discipline and Complaints Policy
4. Appeal Policy
5. Reciprocation Policy
6. Concussion Policy and Return to Play Protocol (Ringette Alberta abides by Ringette Canada Guidelines and Policy)
7. Athlete Protection Policy
8. Screening Policy

Other policies may be added from time to time as international, national, and provincial standards for Safe Sport change.

** Indicates a section that has been adapted from the Universal Code of Conduct to Prevent and Address Maltreatment in Sport ("UCCMS") and the Alberta Universal Code of Conduct ("AB UCC").*

Compliance with Alberta Safe Sport Requirements

Ringette Alberta and its Member Associations recognize the authority of the AB UCC and the Alberta Safe Sport Complaint Mechanism ("ABSSCM") and are committed to complying with all obligations that apply to them under the provincial Safe Sport framework. This includes obligations relating to reporting, cooperation

with investigations and proceedings, implementation of interim measures and sanctions, and the recognition and enforcement of decisions issued through the ABSSCM.

Purpose

1. This Policy sets out Ringette Alberta's and its Member Association's commitment to safe sport and describes how Ringette Alberta and its Member Associations intend to provide a safe sport environment.

Commitment to a Sport Environment Free from Maltreatment

2. *Ringette Alberta and its Member Associations make the following commitments to a sport environment free from Maltreatment:
 - a) Ringette Alberta and its Member Associations are committed to creating a sport, physical activity and/or recreation environment that is accessible, inclusive, respects its Organizational Participants' personal goals and is free from all forms of Maltreatment, and that treats all of its Organizational Participants with Respect.
 - b) Addressing the causes and consequences of Maltreatment is a collective responsibility and requires the deliberate efforts of all Organizational Participants, sport stakeholders, sport club administrators and organization leaders.
 - c) Ringette Alberta's and its Member Associations' commitments are in recognition of the fact 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 may be more vulnerable to experiences of Maltreatment.
 - d) Ringette Alberta's and its Member Associations' commitments are in recognition of the fact that individuals who experience Maltreatment may experience a range of effects that may emerge at different times and that can profoundly affect their lives.
 - e) In recognition of the historic vulnerability to discrimination and violence amongst some groups that continues to persist today, Ringette Alberta and its Member Associations commit to incorporate strategies to recognize systemic bias, unconscious bias, and to respond quickly and effectively to discriminatory practices.

Conduct Standards

3. Ringette Alberta has adopted and maintains a *Code of Conduct and Ethical Behavior Policy* that describes standards of conduct and behaviour for all Organizational Participants across the province of Alberta and aligns its standards of conduct with the Alberta Universal Code of Conduct ("AB UCC"), where applicable. General standards of conduct apply to all Organizational Participants and, in addition, the *Code of Conduct and Ethical Behavior Policy* also has specific stakeholder sections, including but not limited, to:
 - a) Athletes
 - b) Coaches
 - c) Officials
 - d) Volunteers
 - e) Directors, Committee Members, and employees
 - f) Athlete Support Personnel
 - g) Parents and Spectators
4. Ringette Alberta maintains policies and processes to address conduct concerns in a manner that is fair, timely, and consistent with applicable legal and regulatory requirements, including the AB UCC and the ABSSCM. These processes are designed to provide protection from retaliation, access to appropriate resolution pathways, and proportionate responses to misconduct.

Training

5. Ringette Alberta will provide information to Participants about resources and training related to athlete protection. Examples of Resources and training opportunities may include:
 - a. NCCP Modules
 - b. Respect in Sport
 - c. Commit to Kids
 - d. Red Cross- Respect Education Courses

Athlete Engagement

6. Ringette Alberta will engage with athletes to gather input about athlete protection measures. The format of the engagement will be at the discretion of Ringette Alberta. Examples, but not an all-inclusive list of engagement types, are shown below:
 - a) Anonymous athlete surveys
 - b) Athlete Advisory Committee
 - c) Independently led athlete outreach consultations

Alignment

7. In recognizing the importance of safe sport across the country and entire sport system, Ringette Alberta collaborates with other provincial/territorial sport organizations and Local Ringette Associations (including its Member Associations) with the aim of establishing a safe sport approach that is as aligned and effective as possible.
8. Ringette Alberta and its Member Associations also recognize the importance of information sharing for the consistent enforcement of discipline decisions and for preventing repeat violations by the same individual. As such, Ringette Alberta and its Member Associations abide by the *Reciprocation Policy* that sets out the requirements and details surrounding the sharing of discipline decisions between Ringette Alberta, other ringette provincial/territorial sport organizations, and Local Associations (Ringette Alberta Member Associations).
9. Furthermore, discipline decisions or other relevant information may be shared with other individuals or organizations as required, including other national sport organizations, provincial/territorial sport organizations, multi-sport organizations, government entities, and criminal investigations. Any such information retained and disclosed will be in accordance with applicable law and Ringette Alberta policies.

Monitoring & Evaluation

10. Ringette Alberta will continually monitor and evaluate its policies, practices, and procedures. Ringette Alberta may provide training on Safe Sport policies and take steps to ensure the policy is being implemented. Ringette Alberta will conduct a regular review of the policies to add and/or modify new content as appropriate.

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

Date of last review: January 13, 2025

Approved by Ringette Alberta Board of Directors: February 17, 2026