Ringette Nova Scotia’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.

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

RNS’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 RNS, 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 RNS, which will then determine the appropriate forum and manner to address the complaint.

RNS makes the following commitments to a sport environment free from maltreatment:

1. All participants in sport can expect to play, practice and compete, work, and interact in an environment free from maltreatment.
2. 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.
3. Participants in positions of trust and authority have the general responsibility to protect the health and well-being of all other participants.
4. 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.
5. 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.
6. 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.
7. All adults working with children and youth have a duty to prevent or mitigate opportunities for misconduct.
8. 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

RNS recognizes the recent development of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) and its responsibilities to integrate the UCCMS into RNS policies. RNS adopts the UCCMS as part of its Code of Ethics and Conduct. Violations of this Code may be addressed under RNS’s harassment complaints policy.

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

**Mandatory Safe Sport Training for Participants**

RNS requires mandatory training on preventing and addressing harassment and abuse for the following categories of participants:

1. Category 1 – Individuals in decision-making positions at Ringette NS:
   1. Executive Director
   2. High Performance Director
   3. Director of Coaching
   4. Harassment officers, Discipline Committee members, case manager, adjudicators, investigators, etc.
2. Category 2 – Athletes and individuals in direct contact with athletes:
   1. National Team Program Athletes
   2. Junior National Team Athletes
   3. Parents of underage National/Junior National Team Athletes
   4. High Performance Staff
   5. Training Centre Staff
   6. Ringette Canada-Appointed Coach Developers
   7. Integrated Support Personnel: Mental, Strength and Conditioning, Nutrition, etc.
   8. Coaches: Paid, Unpaid
   9. Sport assistants, guides, etc.
   10. Contractors (with direct Athlete contact)
   11. Team Managers
   12. Officials
   13. Program Coordinators (Excellence, Enrichment etc)
3. Category 3 – Individuals with no direct athlete contact:
   1. Organizing Committees
   2. Admin/Finance Committee
   3. Governance Committees/Judicial Boards
   4. Board of Directors
   5. Event volunteers
   6. Office Staff

All Categories of Participants must take the following training:

1. Category 1 – [CAC Safe Sport Training](https://coach.ca/safe-sport-training) or [Respect in Sport for Activity Leaders training](https://ringette-canada.respectgroupinc.com/)
2. Category 2 – [CAC Safe Sport Training](https://coach.ca/safe-sport-training) or [Respect in Sport for Activity Leaders training](https://ringette-canada.respectgroupinc.com/)
3. Category 3 – [CAC Safe Sport Training](https://coach.ca/safe-sport-training) or [Respect in Sport for Activity Leaders training](https://ringette-canada.respectgroupinc.com/)

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

1. Category 1 – the earlier of:
   1. Within 12 weeks of starting date; or
   2. Prior to their first formal activity in their season, or any unsupervised contact with an athlete
2. Category 2 – Prior to their first formal activity in their season, or prior to any unsupervised contact with an athlete
3. Category 3 – the earlier of:
   1. Within 12 weeks of starting date; or
   2. Prior to their first formal activity and/or event

Adopted by the RNS Board, Sept 1, 2022