



## **RINGETTE ONTARIO SAFE SPORT POLICY**

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### **1. DEFINITIONS**

- 1.1 TERMS IN THIS POLICY THAT CARRY SPECIFIC MEANING WILL BE CAPITALIZED AND ARE DEFINED IN THE CODE OF CONDUCT AND ETHICS POLICY.

### **2. PURPOSE**

- 2.1 THIS POLICY SETS OUT RINGETTE ONTARIO'S COMMITMENT TO SAFE SPORT AND DESCRIBES HOW RINGETTE ONTARIO INTENDS TO PROVIDE A SAFE SPORT ENVIRONMENT.

### **3. COMMITMENT TO A SPORT ENVIRONMENT FREE FROM MALTREATMENT**

- 3.1 RINGETTE ONTARIO MAKES THE FOLLOWING COMMITMENTS TO A SPORT ENVIRONMENT FREE FROM MALTREATMENT:
- a) RINGETTE ONTARIO IS COMMITTED TO CREATING A SPORT ENVIRONMENT THAT IS ACCESSIBLE, INCLUSIVE, RESPECTS ITS PARTICIPANTS' PERSONAL GOALS AND IS FREE FROM ALL FORMS OF MALTREATMENT.
  - b) ADDRESSING THE CAUSES AND CONSEQUENCES OF MALTREATMENT IS A COLLECTIVE RESPONSIBILITY AND REQUIRES THE DELIBERATE EFFORTS OF PARTICIPANTS, SPORT STAKEHOLDERS, SPORT CLUB ADMINISTRATORS AND ORGANIZATION LEADERS.
  - c) RINGETTE ONTARIO'S 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 ONTARIO'S 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 ONTARIO COMMITS TO INCORPORATE STRATEGIES TO RECOGNIZE SYSTEMIC BIAS, UNCONSCIOUS BIAS, AND TO RESPOND QUICKLY AND EFFECTIVELY TO DISCRIMINATORY PRACTICES.

### **4. CONDUCT STANDARDS**

- 4.1 RINGETTE ONTARIO WILL ADOPT AND MAINTAIN A *CODE OF CONDUCT AND ETHICS POLICY* THAT DESCRIBES STANDARDS OF CONDUCT AND BEHAVIOUR FOR PARTICIPANTS.



- 4.2 GENERAL STANDARDS OF CONDUCT APPLY TO PARTICIPANTS AND SPECIFIC STANDARDS SHOULD BE DESCRIBED FOR POSITIONS WITHIN RINGETTE ONTARIO.
- 4.3 THE *CODE OF CONDUCT AND ETHICS POLICY* WILL HAVE SPECIFIC STAKEHOLDER SECTIONS, INCLUDING BUT NOT LIMITED, TO:
- a) ATHLETES
  - b) COACHES
  - c) OFFICIALS
  - d) VOLUNTEERS
  - e) DIRECTORS, EMPLOYEES, AND COMMITTEE MEMBERS
  - f) PARENTS AND SPECTATORS
- 4.4 THE *CODE OF CONDUCT AND ETHICS POLICY*, OR OTHER RELEVANT POLICIES, WILL CONTAIN DETAILED DEFINITIONS OF KEY TERMS, INCLUDING MALTREATMENT, HARASSMENT, AND DISCRIMINATION.
- 4.5 RINGETTE ONTARIO WILL ADOPT AND MAINTAIN A POLICY AND/OR SET OF GUIDELINES ON SOCIAL MEDIA THAT DESCRIBES STANDARDS OF CONDUCT THAT ARE EXPECTED OF PARTICIPANTS WHEN USING SOCIAL MEDIA, INCLUDING RESPONSIBLE COACH-ATHLETE INTERACTION ON SOCIAL MEDIA.

## 5. **CONCUSSION AND SAFE RETURN TO PLAY PROTOCOL**

- 5.1 RINGETTE ONTARIO WILL ADOPT AND MAINTAIN A POLICY AND/OR PROTOCOL ON CONCUSSION SAFETY THAT OUTLINES RINGETTE ONTARIO'S APPROACH TO ASSESSING AND MANAGING CONCUSSIONS AND A PROCEDURE FOR THE SAFE RETURN TO PLAY FOLLOWING A CONCUSSION.

## 6. **ATHLETE PROTECTION**

- 6.1 RINGETTE ONTARIO WILL ADOPT AND MAINTAIN AN *ATHLETE PROTECTION POLICY* THAT CAN BE USED BY COACHES, MANAGERS, MEDICAL PERSONNEL, AND OTHER PERSONS IN AUTHORITY. RINGETTE ONTARIO MAY PROVIDE TRAINING ON THE POLICY AND TAKE STEPS TO ENSURE THE POLICY IS BEING IMPLEMENTED. RINGETTE ONTARIO WILL CONDUCT A REGULAR REVIEW OF THE POLICY TO ADD AND/OR MODIFY NEW CONTENT AS APPROPRIATE.

## 7. **SCREENING**

- 7.1 RINGETTE ONTARIO WILL ADOPT AND MAINTAIN A COMPREHENSIVE *SCREENING POLICY* THAT REQUIRES SOME PARTICIPANTS, DEPENDING ON THEIR LEVEL OF RISK, TO PASS A SCREENING PROCESS BEFORE BEING PERMITTED TO INTERACT WITH ATHLETES.
- 7.2 THE *SCREENING POLICY* WILL:
- a) CATEGORIZE POSITIONS IN RINGETTE ONTARIO AS 'LOW RISK', 'MEDIUM RISK', AND 'HIGH RISK' AND REQUIRE PROGRESSIVE SCREENING MEASURES FOR PARTICIPANTS SERVING IN EACH LEVEL OF RISK.
  - b) DESCRIBE HOW FREQUENTLY SOME PARTICIPANTS MUST OBTAIN A CRIMINAL RECORD CHECK AND WHICH TYPE OF CHECK(S) THEY MUST OBTAIN.



- c) DESCRIBE HOW FREQUENTLY SOME PARTICIPANTS MUST SUBMIT SCREENING DISCLOSURE FORMS AND SCREENING RENEWAL FORMS.
- d) EMPOWER A SCREENING COMMITTEE TO PROHIBIT PARTICIPANTS WHO DO NOT PASS SCREENING FROM PARTICIPATING IN CERTAIN POSITIONS.
- e) EMPOWER A SCREENING COMMITTEE TO ATTACH CONDITIONS TO A PARTICIPANT'S PARTICIPATION IN CERTAIN POSITIONS.

## **8. TRAINING**

- 8.1 RINGETTE ONTARIO WILL REQUIRE ALL PARTICIPANTS TO BE TRAINED ON PREVENTING AND ADDRESSING HARASSMENT AND MALTREATMENT.
- 8.2 PARTICIPANTS MUST TAKE EITHER THE CAC SAFE SPORT TRAINING OR RESPECT IN SPORT FOR ACTIVITY LEADERS TRAINING.
- 8.3 RINGETTE ONTARIO WILL CATEGORIZE PARTICIPANTS INTO THREE CATEGORIES FOR THE PURPOSES OF SAFE SPORT TRAINING:
  - a) CATEGORY 1 – INDIVIDUALS IN DECISION-MAKING POSITIONS AT RINGETTE ONTARIO:
    - i EMPLOYEES
    - ii 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 ONTARIO-APPOINTED COACH DEVELOPERS
    - vii INTEGRATED SUPPORT PERSONNEL: MENTAL, STRENGTH AND CONDITIONING, NUTRITION
    - 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
    - iii GOVERNANCE COMMITTEES/JUDICIAL BOARDS
    - iv BOARD OF DIRECTORS
    - v EVENT VOLUNTEERS
    - vi OFFICE STAFF



8.4 BASED ON THE CATEGORY A PARTICIPANT BELONGS TO, 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 ANY UNSUPERVISED CONTACT WITH AN ATHLETE.
- c) CATEGORY 3 – THE EARLIER OF:
  - i WITHIN 12 WEEKS OF THE STARTING DATE; OR
  - ii PRIOR TO THEIR FIRST FORMAL ACTIVITY AND/OR EVENT.

8.5 RINGETTE ONTARIO WILL ANNUALLY ENSURE THAT PARTICIPANTS HAVE RECEIVED UP-TO-DATE TRAINING. WHEN THE TRAINING PROGRAM HAS BEEN SUBSTANTIALLY UPDATED TO INCLUDE NEW INFORMATION OR RESOURCES, OR IF THE PARTICIPANT'S CERTIFICATION HAS EXPIRED, THE PARTICIPANT WILL BE REQUIRED TO RE-TAKE THE TRAINING.

8.6 RINGETTE ONTARIO WILL PROVIDE UP-TO-DATE INFORMATION ANNUALLY ON THEIR POLICIES AND PROCEDURES RELATED TO MALTREATMENT.

## 9. **RESOURCES**

9.1 RINGETTE ONTARIO WILL PROVIDE INFORMATION TO PARTICIPANTS ABOUT RESOURCES AND TRAINING RELATED TO ATHLETE PROTECTION. RESOURCES AND TRAINING OPPORTUNITIES CAN INCLUDE:

- a) NCCP MODULES
- b) RESPECT IN SPORT
- c) COMMIT TO KIDS
- d) RED CROSS – RESPECT EDUCATION COURSES

## 10. **ATHLETE ENGAGEMENT**

10.1 RINGETTE ONTARIO WILL ENGAGE WITH ATHLETES TO DETERMINE THE LEVEL OF SUCCESS OF THEIR ATHLETE PROTECTION MEASURES AS WELL AS TO IDENTIFY ANY GAPS OR ATHLETE CONCERNS. THIS ENGAGEMENT MAY TAKE THE FORM OF:

- a) ANONYMOUS ATHLETE SURVEYS
- b) ATHLETE INVOLVEMENT IN RINGETTE ONTARIO DECISION-MAKING
- c) INDEPENDENTLY LED ATHLETE OUTREACH CONSULTATIONS

## 11. **RISK MANAGEMENT**

11.1 RINGETTE ONTARIO WILL ADOPT AND MAINTAIN A *RISK MANAGEMENT POLICY* THAT DESCRIBES HOW RINGETTE ONTARIO WILL ADDRESS AND RESPOND TO RISKS.



## **12. DISPUTE RESOLUTION**

12.1 RINGETTE ONTARIO WILL ADOPT AND MAINTAIN DISPUTE RESOLUTION POLICIES THAT WILL INCLUDE:

- a) *DISCIPLINE AND COMPLAINTS POLICY;*
- b) *DISPUTE RESOLUTION POLICY;*
- c) *APPEAL POLICY; AND,*
- d) *WHISTLEBLOWER POLICY*

12.2 TAKEN TOGETHER, THE SUITE OF DISPUTE RESOLUTION POLICIES WILL INCLUDE THE FOLLOWING FEATURES:

- a) AN IMPARTIAL (AND INDEPENDENT, WHERE APPROPRIATE) INDIVIDUAL OR ENTITY TO WHOM COMPLAINTS OR APPEALS CAN BE SUBMITTED.
- b) SANCTIONS FOR VIOLATIONS OF CONDUCT STANDARDS.
- c) MECHANISM FOR SUSPENSION OF INDIVIDUALS PENDING THE CONCLUSION OF THE PROCESS.
- d) NON-BIASED AND EXPERIENCED CASE MANAGERS, DECISION-MAKERS, AND INVESTIGATORS.
- e) PROTECTION FROM RETALIATION FOR SUBMITTING COMPLAINTS.
- f) OPPORTUNITY FOR ALTERNATIVE DISPUTE RESOLUTION, SUCH AS MEDIATION.
- g) INVESTIGATIONS OF COMPLAINTS WHERE CIRCUMSTANCES MERIT.

## **13. ALIGNMENT**

13.1 IN RECOGNIZING THE IMPORTANCE OF SAFE SPORT ACROSS THE COUNTRY AND ENTIRE SPORT SYSTEM, RINGETTE ONTARIO WILL COLLABORATE WITH RINGETTE CANADA, PTSOs AND LOCAL ASSOCIATIONS WITH THE AIM OF ESTABLISHING A SAFE SPORT APPROACH THAT IS AS ALIGNED AND EFFECTIVE AS POSSIBLE.

13.2 RINGETTE ONTARIO ALSO RECOGNIZES THE IMPORTANCE OF INFORMATION SHARING FOR THE CONSISTENT ENFORCEMENT OF DISCIPLINE DECISIONS AND FOR PREVENTING REPEAT VIOLATIONS BY THE SAME INDIVIDUAL. AS SUCH, RINGETTE ONTARIO WILL ADOPT A *RECIPROCATION POLICY* THAT WILL SET OUT THE REQUIREMENTS AND DETAILS SURROUNDING THE SHARING OF DISCIPLINE DECISIONS BETWEEN RINGETTE CANADA, AND LOCAL ASSOCIATIONS.

13.3 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, AND GOVERNMENT ENTITIES. ANY SUCH INFORMATION RETAINED AND DISCLOSED WILL BE IN ACCORDANCE WITH APPLICABLE LAW AND RINGETTE ONTARIO POLICIES, INCLUDING RINGETTE ONTARIO'S CONFIDENTIALITY POLICY AND PRIVACY POLICY.

## **14. MONITORING & EVALUATION**

14.1 RINGETTE ONTARIO WILL CONTINUALLY MONITOR AND EVALUATE ITS POLICIES, PRACTICES, AND PROCEDURES.



SEPTEMBER 15, 2023

## **15. POLICY REVIEW**

15.1 THIS POLICY SHALL BE REVIEWED/APPROVED BY THE BOARD OF DIRECTORS EVERY THREE YEARS.

15.1.1 THIS POLICY WAS LAST REVIEWED SEPTEMBER 15, 2023 AND IS SUBJECT TO APPROVAL