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United DFC

Safe Sport Statement of Principles

1.0 Purpose

United DFC acknowledges that as a sport organization we are responsible for protecting the health, safety, and physical and mental well-being of all of our members. With that, and in addition to adherence to Canada Soccer's Code of Ethics, United DFC sees the value of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) as the national standard for conduct and identifies the importance of aligning organizational conduct with the national standard, while recognizing the continued development of the UCCMS and identifying that the UCCMS does not have jurisdiction over local sport organizations. The purpose of this statement is to address the reasonable expectation of individuals that when "they participate in sport in Canada that it will be in an environment that is accessible, inclusive, respects their personal goals and is free from all forms of Maltreatment" (UCCMS) and prevent all forms of Maltreatment from impacting United DFC members.

United DFC recognizes and accepts that building a Safe Sport environment is a commitment to education, the growth of sport culture, and sport inclusiveness. Sport inclusion is a fundamental value for United DFC and a True Sport principle. We also recognize that having a more diverse organization will only strengthen our sport. As a result, our organization is fully committed to providing a safe, supportive and respectful environment for all of our participants, members and staff regardless of any differences based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity and expression, or disability.

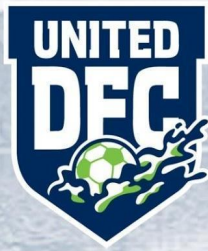
As the concept of Safe Sport continues to grow and evolve, United DFC is committed to growing alongside it, adapting and evolving our own Safe Sport policies, education, and training to ensure sport is safe for everyone.

2.0 United DFC Safe Sport Principles

In order to establish a Safe Sport environment, United DFC is committed to:

Living our organization's values:

- **Accountability:** We recognize the duty is ours to ensure UDFC provides a safe and inclusive environment for everyone, and with that comes accountability and open communication.
- **Accessibility:** Our community is our heart, and we strive to ensure all our operations and programming are open, accessible and inclusive for everyone in our communities.
- **Excellence:** Our vision of excellence is to exceed expectations and deliver quality soccer programming for all levels of skill, ability, and goals.



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- Respect: At UDFC we believe in sportsmanship, tolerance and respect for all, whether we are on the field or in our communities.

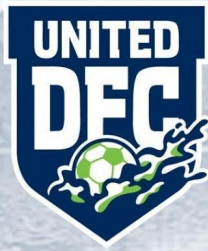
Fostering a sport environment free from maltreatment by ensuring:

- 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 Individuals.
- 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.

Embodying Canada's True Sport principles in all club activities:

- **Go For It** Rise to the challenge – always strive for excellence. Be persistent and discover how good you can be.
- **Play Fair** Understand, respect, and follow the rules. Play with integrity – competition is only meaningful when it is fair
- **Respect Others** Show respect for everyone involved in creating your sporting experience, both on and off the field of play. Win with dignity and lose with grace.
- **Keep It Fun** Find the joy in sport and share it with others. Remember what you love about sport and why you play.
- **Stay Healthy** Always respect and care for your mind and body. Advocate for the health and safety of yourself and those around you.
- **Include Everyone** Recognize and celebrate strength in diversity. Invite and welcome others into sport.
- **Give Back** Say thanks and show gratitude. Encourage your sport group to make a difference in the community.

3.0 Definitions



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The terms below apply to all United DFC Safe Sport Policies, and have been adapted or are in alignment with definitions found in the Universal Code of Conduct to Prevent and Address Maltreatment in Sport.

Athlete: An individual who is a member, registrant or license holder of a sport organization subject to the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS). [Note: The UCCMS (when fully drafted and implemented) will set out in detail how jurisdiction over various groups of individuals, including Athletes, will be acquired

Complainant: A Participant or observer who makes a report of an incident of Maltreatment or suspicions of an incident of Maltreatment.

Consent by a Person over the Age of Majority: Consent is defined in Canada's Criminal Code as the voluntary agreement to engage in the sexual activity in question. The law focuses on what the person was actually thinking and feeling at the time of the sexual activity. Sexual touching is only lawful if the person affirmatively communicated their consent, whether through words or conduct. Silence or passivity does not equal consent. Sexual activity is only legal when both parties consent. The Criminal Code also says there is no consent when: Someone says or does something that shows they are not consenting to an activity; Someone says or does something to show they are not agreeing to continue an activity that has already started; Someone is incapable of consenting to the activity, because, for example, they are unconscious; The consent is a result of a someone abusing a position of trust, power or authority or someone consents on someone else's behalf. A person cannot say they mistakenly believed a person was consenting if: that belief is based on their own intoxication; they were reckless about whether the person was consenting; they chose to ignore things that would tell them there was a lack of consent; or they didn't take proper steps to check if there was consent. For further information, please see the comment below. Sexual activity with a minor is a criminal offence as is sexual activity with a person under the age of 18 years when the other person is in a position of trust or authority.

Disclosure: The sharing of information by a Participant regarding an incident or a pattern of Maltreatment experienced by that Participant. Disclosure does not constitute a formal report that initiates a process of investigation to address the Maltreatment.

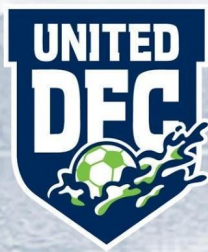
Duty to Report under Child Protection Legislation: A legal duty to report is mandated by law, and the requirement varies by province depending on provincial legislation. Everyone has a duty to report child abuse and neglect under Canadian child welfare laws. Professionals who work with children and youth have an added responsibility to report. Adults are obliged to report child Maltreatment if there is knowledge or suspicion that it is occurring. This is called the "duty to report." Every person in Canada has the duty to report known or suspected child Maltreatment by law. Known or suspected abuse or Neglect of a child must be reported to: local child welfare services (e.g., children's aid society or child and family services agency), or provincial/territorial social service ministries or departments, or local police.

Duty to Report Concerns Outside of Child Protection Legislation: Participants have a duty to report concerns of inappropriate conduct of other Participants to uphold the ethical standards and values of Canadian sport. Reporting inappropriate conduct is important to ensure proper action is taken and expectations are re-established. By addressing inappropriate conduct, a collective responsibility to protect Participants from Maltreatment is enacted

Grooming: Deliberate conduct by a Participant to sexualize a relationship with a Minor that involves the gradual blurring of boundaries and normalization of inappropriate and sexually abusive behaviour. During

United DFC Policies and Procedures: Safe Sport Statement of Principles

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the grooming process, the Participant will gain the trust of the Minor and protective adults and peers around the Minor often under the guise of an existing relationship. Manipulation tactics are then used to blur perceptions and gain further access to and private time with the Minor in order to abuse or exploit the Minor. Grooming can occur whether or not harm is intended or results from the behaviour.

Minor: An individual who is under the age of majority at the time and in the jurisdiction where the alleged Maltreatment occurred. It is the responsibility of the adult to know the age of a minor. In Nova Scotia, a minor is anyone under the age of 19.

Maltreatment: Volitional acts that result in harm or the potential for physical or psychological harm

Neglect: Any pattern or a single serious incident of lack of reasonable care, inattention to a Participant's needs, nurturing or well-being, or omissions in care. Neglect is determined by the objective behaviour but the behaviour must be evaluated with consideration given to the Participant's needs and requirements, not whether harm is intended or results from the behaviour.

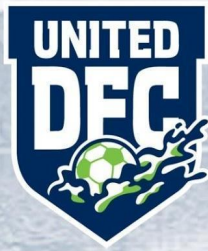
Participant: Every individual who is subject to the UCCMS. [Note: Participants may become subject to the UCCMS by various means. Athletes through membership in an adopting sport organization and coaches, volunteers, doctors, trainers, administrators, directors, etc. by signing an express contract accepting the jurisdiction of the UCCMS.

Physical Maltreatment: Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to the physical well-being of the Participant. Physical Maltreatment includes, without limitation, contact or non-contact infliction of physical harm. Physical Maltreatment is determined by the objective behaviour, not whether harm is intended or results from the behaviour.

Power Imbalance: A Power Imbalance may exist where, based on the totality of the circumstances, a Participant has supervisory, evaluative, a duty of care, or other authority over another Participant. A Power Imbalance may also exist between an Athlete and other adults involved in sport in positions such as high-performance directors, sport specific health-care providers, sport science support staff, care or support persons, guides or pilots. Maltreatment occurs when this power is misused. Once a coach-Athlete relationship is established, a Power Imbalance is presumed to exist throughout the coach-Athlete relationship, regardless of age, and is presumed to continue for Minor Athletes after the coach-Athlete relationship terminates or until the Athlete reaches 25 years of age. A Power Imbalance may exist, but is not presumed, where an intimate relationship existed before the sport relationship commenced (e.g., a relationship between two spouses or life partners, or a sexual relationship between consenting adults that preceded the sport relationship).

Psychological Maltreatment: Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to the psychological well-being of the Participant. Psychological Maltreatment includes, without limitation, verbal conduct, non-assaultive physical conduct, and conduct that denies attention or support. Psychological Maltreatment is determined by the objective behaviour, not whether harm is intended or results from the behaviour.

Reporting (or Report): The provision of information in writing by any person or a Participant to a relevant independent authority (the independent person or position charged with receiving a report and determining next steps) regarding Maltreatment. Reporting may occur through either: (i) the Complainant (of any age) or the one who experienced the Maltreatment, or (ii) a witness –someone who witnessed the



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Maltreatment or otherwise knows or suspects Maltreatment. In either case, the intention of Reporting is to initiate an independent investigative process, which could result in disciplinary action being taken against the Respondent.

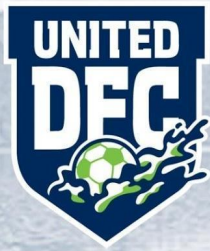
Respondent: A Participant who is alleged to have engaged in Maltreatment and thereby to have violated the UCCMS

Sexual Maltreatment involving a Child: Any form of adult/child sexualized interaction constitutes child sexual abuse. Sexual abuse of a child may occur through behaviours that do or do not involve actual physical contact.

Sexual Maltreatment involving a person over the Age of Majority: Any sexual act, whether physical or psychological in nature, that is committed, threatened, or attempted against a Participant without the Participant's Consent. It includes any act targeting a Participant's sexuality, gender identity or expression, that is committed, threatened or attempted against a Participant without that Participant's Consent, and includes but is not limited to, the Criminal Code Offences of sexual assault, sexual exploitation, sexual interference, invitation to sexual touching, indecent exposure, voyeurism and non-consensual distribution of sexual/intimate images. Sexual Maltreatment also includes sexual harassment and stalking, cyber harassment, and cyber stalking of a sexual nature. Sexual Maltreatment can take place through any form or means of communication (e.g. online, social media, verbal, written, visual, hazing, or through a third party).

4.0 Approval and Review

Approval and Review	Details
Approval Authority	Board of Directors
Administrator	Executive Director
Next Review Date	05/06/2025
Approval and Amendment History	Details
Original Approval Authority and Date	05/06/2022
Amendment Authority and Date	
Notes	



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