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| <b>Policy Name</b><br><b>PROVINCIAL SAFE SPORT POLICY</b>   |  | <b>Date of Approval</b><br><b>03/30/2019</b> | <b>Activation Date</b><br><b>05/01/2019</b> |
| <i>Approved By</i><br>Gymnastics Newfoundland & Labrador Board of Directors                                       | <i>Linking To</i><br>1. Code of Ethics and Conduct<br>2. Abuse, Maltreatment, and Discrimination Policy<br>3. Complaints and Discipline Policy |  | <i>Replacing Previous Version</i><br>N/A    |
| <i>Review Cycle</i><br>Reviewed annually by the Executive Director with recommendations to the Board of Directors |  |  |   |

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## 1. Organizational Commitment

Gymnastics Newfoundland & Labrador is committed to being a leader in Newfoundland and Labrador in providing a safe, healthy, and inclusive gymnastics environment for all individuals. Participants in Gymnastics Newfoundland & Labrador programs and activities, including athletes, coaches, judges, sport administrators, parents/guardians, volunteers, and others should be able to engage in a positive sport environment free of abuse, discrimination, and potential harm. As a primarily youth serving organization, Gymnastics Newfoundland & Labrador has a special responsibility to develop standards and mechanisms to help safeguard the children and youth in its programs and activities; however, it is imperative to safeguard and support the welfare of all participants in order to achieve an optimal Safe Sport environment.

Facilitating a Safe Sport environment is the collective responsibility of all individuals involved in the gymnastics community. Gymnastics Newfoundland & Labrador will work collaboratively with international, national, provincial and territorial federations and external organizations to build, advance, and administer Safe Sport policies, education, and advocacy initiatives. Further, Gymnastics Newfoundland & Labrador will work with our member clubs to build Safe Sport policy and delivery alignment.

## 2. Safe Sport Principles

Creating and fostering a Safe Sport environment and culture is paramount in the administration and delivery of all gymnastics programs in NL by Gymnastics Newfoundland & Labrador and its members. All participants of Gymnastics Newfoundland & Labrador will:

1. Prioritize the current and future well-being of each participant above all else.
2. Act in the best interests of all participants involved in our programs and activities.
3. Respect, value, and champion the rights of all individuals in the gymnastics community at all times.
4. Engage in behaviours and practices that are ethical, developmentally-appropriate, and support the physical, psychological, social, and emotional welfare of participants.
5. Actively encourage meaningful inclusion of individuals irrespective of their age, race, colour, gender identity or expression, sexual orientation, language, religion, national or social origin, property, birth, physical or developmental abilities, athletic ability, or other status.\*
6. Strive to create joyful, positive, and growth-enhancing sport experiences.
7. Advocate for safe sport environments on local, national, and international stages.

We will cultivate, uphold, live, and measure these Safe Sport principles through:

1. Establishment, oversight, and continuous updating of policies, procedures, and best practice guidelines that are robust, clear, and accessible.

\*If there are any groups omitted from this list, please advise Gymnastics Newfoundland & Labrador and the list will be amended, if appropriate.

2. Consistent enforcement of the ensuing policies, procedures, and best practice guidelines through all levels of the gymnastics community in Canada.
3. Implementation of best practice safeguards, support for prompt identification and reporting of misconduct, as well as confidential, procedurally fair, and timely processes for investigating and resolving allegations of misconduct.
4. Provision of educational resources, tools, and initiatives that serve to develop, support, and enhance the knowledge and positive practices of all members of the gymnastics community.
5. Active promotion of our Safe Sport commitment throughout all Gymnastics Newfoundland & Labrador programs, interactions, activities, and events.
6. Consistent engagement and open communication in both official languages with all members of the Gymnastics Newfoundland & Labrador community.
7. Collaboration with international federations, national sport and multi-sport organizations, as well as public partners to support and advance Safe Sport programs.
8. Evaluation of the effectiveness of Gymnastics Newfoundland & Labrador's Safe Sport Framework and corresponding policies, education, and advocacy initiatives on a periodic basis.

### **3. Scope of Policy**

Gymnastics Newfoundland & Labrador's National Safe Sport Policy applies to all persons listed below:

- a. All individuals employed or contracted by Gymnastics Newfoundland & Labrador;
- b. Members of the Gymnastics Newfoundland & Labrador Board of Directors and committees;
- c. Athletes, coaches, managers, integrated support team members, and judges participating in Gymnastics Newfoundland & Labrador competitions, training camps, programs, and activities;
- d. Parents, guardians, and spectators observing Gymnastics Newfoundland & Labrador training and competitions;
- e. Gymnastics Newfoundland & Labrador members;
- f. Coach developers;
- g. Volunteers at events or activities hosted by Gymnastics Newfoundland & Labrador;
- h. Volunteers appointed to accompany teams to events, training camps, competitions, or other activities; and
- i. Affiliate organizations, international guests, and members of visiting delegations.

### **4. Linked Policies and Regulations**

Gymnastics Newfoundland & Labrador's National Safe Sport Policy is an overarching organizational policy that should be read in conjunction with the following policies:

1. Code of Ethics and Conduct

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2. Abuse, Maltreatment, and Discrimination Policy
  3. Complaints and Discipline Policy
  4. Screening Policy\*\*
  5. Travel Policy\*\*
  6. Safety, Medical, and Concussion Policy\*\*
  7. Inclusion Policy\*\*
  8. Anti-Doping Policy\*\*

\*\*These policies are under revision at Gymnastics Newfoundland & Labrador. This list will be amended as additional policies are developed, revised and approved.

## 5. Responsibilities

The Board of Directors of Gymnastics Newfoundland & Labrador has the responsibility to individually and collectively:

1. Embrace Gymnastics Newfoundland & Labrador's organizational commitment to Safe Sport and corresponding principles outlined in the National Safe Sport Policy.
2. Consider the Safe Sport principles in the development, approval, and application of Gymnastics Newfoundland & Labrador's policies and procedures.
3. Establish and support a Safe Sport Working Group with representation from the Board of Directors, Gymnastics Newfoundland & Labrador, provincial and territorial organizations, athletes, coaches, officials, and external experts, as appropriate.
4. In conjunction with the Executive Director, ensure appropriate resources are directed to the Safe Sport program.
5. In conjunction with the Executive Director, Safe Sport Committee, and Gymnastics Newfoundland & Labrador's programming partners, monitor and evaluate the effectiveness of the Safe Sport Framework in all gymnastics programs, activities, and services, and adjust delivery as necessary to meet goals and objectives.