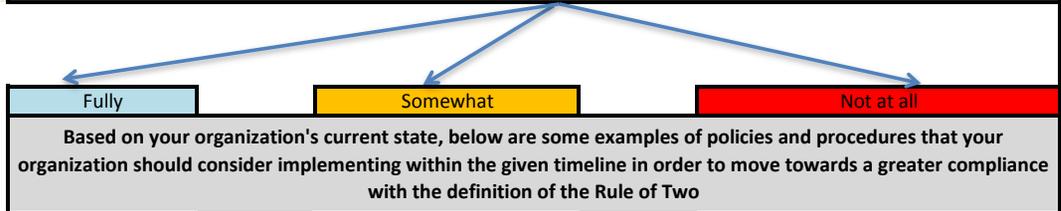


RULE OF TWO IMPLEMENTATION MATRIX - 3 YEAR OPTIONS

Definition	There will always be two screened and NCCP trained or certified coaches with an athlete, especially a minor athlete, when in a potentially vulnerable situation. Any one-on-one interaction between a coach and an athlete must take place within earshot and view of the second coach, with the exception of medical emergencies.
Purpose/Intent	If screened and NCCP trained or certified coaches are not available, a screened volunteer, parent, or adult can be recruited. The purpose/intent of the Rule of Two is to protect minor athletes in potentially vulnerable situations by ensuring that more than one screened adult is present.
Implementation	Each organization will differ in their ability, and the degree to which, they are able to implement the Rule of Two. This chart has been developed to assist organizations to create realistic strategies to meet their specific context.

STEP 1	Determine your organization's current ability to implement the Rule of Two
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	Fully			Somewhat		Not at all		
	Year 1			Year 1	Year 2	Year 1	Year 2	Year 3
Policies								
Code of Conduct Policy	✓			✓		✓		
Travel Policy	✓			✓			✓	
Rule of Two Policy	✓				✓			✓
Coach agreements	✓			✓		✓		
Athlete agreements	✓			✓		✓		
Parental consent forms	✓			✓		✓		
Review and refine policies and agreements annually	✓				✓			✓
Implementation								
Create an implementation plan for phasing in Rule of Two	✓				✓		✓	
Create a system for recognizing, responding to and reporting instances that contravene the spirit or practice of the Rule of Two	✓				✓			✓
Budget for additional costs relating to additional people required for travel	✓				✓			✓
Option - Seek Membership agreement to increased fees to cover additional	✓				✓			✓
Review learnings and refine procedures and processes	✓				✓			✓
Assess degree to which the safety in both the training/competing and non-training/competing environments has been enhanced	✓				✓			✓
Certification and Training								
Implement opportunities for Coaches to gain NCCP certification	✓				✓			✓
Education & Awareness								
Conduct regular information sessions with coaches, parents, volunteers to:	✓			✓		✓		

Create awareness of issues								
Identify vulnerable situations								
Brainstorm for solutions to implement Rule of Two								
STEP 3	Background screening is a vital component to protecting your athletes and your organization from unwanted individuals. Organizations that are unable to fully implement the Rule of Two should, at a minimum, have a comprehensive background screening process for all their coaches and volunteers.							
	Background screening of coaches and volunteers is completed in accordance with Background Screening matrix		Comprehensive background screening of ALL coaches & volunteers must be done using ALL tools in the Background Screening Matrix including: Application Forms * Letters of Reference * E- PIC * Criminal Reference Check * Orientation			Comprehensive background screening of ALL coaches & volunteers must be done using ALL tools in the Background Screening Matrix including: * Application Forms * Letters of Reference * E- PIC * Criminal Reference Check * Orientation		
<p>Examples of additional good practices in Rule of Two Implementation</p> <ul style="list-style-type: none"> Encourage parents to appropriately support their children's involvement Allow training environment to be open to observation by parents Ensure an open and observable environment for all interactions between adults and athletes. This could include leaving the door open when having a meeting, moving away from others in a public space but staying within eyesight. Avoid private or one-on-one situations unless they are open and observable by another adult or athlete. Ensure coaches and volunteers do not invite or have an athlete(s) in the home without the permission of the athlete's parent (or legal guardian) Ensure athletes do not ride in a coach/volunteer's vehicle without another adult or athlete present unless prior parental written permission is obtained In all instances of travel or private meetings where there is more than one adult present, one coach/volunteer must reflect the genders of the athletes participating or be of an appropriate identity in relation to the athlete(s)*. During overnight travel, pair athletes by gender and age When only one athlete and coach travel to a competition, at the competition the coach and athlete should attempt to establish a "buddy" club to associate with during the competition and away from the venue * Organizations are encouraged to ensure that those individuals in supervisory roles are appropriate for, and acceptable to, the individual athlete. Further information on creating a safe and inclusive environment can be found at http://cces.ca/gender-inclusivity. 								