



ABUSE PREVENTION POLICY

POLICY STATEMENT: Canada Skateboard and its Affiliated Organizations are committed to a sport environment free from abuse with zero tolerance for any form of abuse.

Policy Name:: Abuse Prevention Policy
Policy Family: Governance
Section: Board Policies
Approval Authority: Board of Directors
Responsible Staff: Executive Director
Implementation Date: April 2020
Amendment Dates:

Definitions

1. The following terms have these meanings in this Policy:
 - a) “*Abuse*” – Child/Youth Abuse or Vulnerable Adult Abuse as described in this Policy.
 - b) “*Affiliated Organization*” – Skateboard Clubs recognized by Canada Skateboard.
 - c) “*Individuals*” – refers to all categories of members and/or registrants defined in the Bylaws of Canada Skateboard and in the Bylaws of an Affiliated Organization, as well as all people employed by, contracted by, or engaged in activities with, Canada Skateboard and an Affiliated Organization including, but not limited to, employees, contractors, athletes, coaches, mission staff, chefs de mission, officials, volunteers, managers, administrators, committee members, parents or guardians, spectators, and Directors and Officers
 - d) “*Vulnerable Individuals*” – Includes Children / Youth (minors) and Vulnerable Adults (people who, because of age, disability or other circumstance, are in a position of dependence on others or are otherwise at a greater risk than the general population of being harmed by people in positions of trust or authority).

Purpose

2. The purpose of this Policy is to stress the importance of Canada Skateboard and its Affiliated Organizations’ commitment to a sport environment free from abuse, by educating Individuals about abuse, outlining how Canada Skateboard and its Affiliated Organizations will work to prevent abuse, and how abuse or suspected abuse can be reported to and addressed by Canada Skateboard and its Affiliated Organizations.

Scope and Application

3. This Policy applies to all Individuals as defined in Section 1(c) above.

Zero Tolerance Statement

4. Canada Skateboard and its Affiliated Organizations have zero tolerance for any type of abuse. Individuals are required to immediately report instances of abuse or suspected abuse to Canada Skateboard or its Affiliated Organizations, with all complaints of abuse or suspected abuse to be immediately addressed under the terms of the applicable policy.

Education – What is Abuse?

5. Vulnerable Individuals can be abused in different forms.

6. The following description of Child / Youth Abuse has been modified and adapted from Ecclesiastical's *Guidelines for Developing a Safety & Protection Policy for Children / Youth / Vulnerable Adults* [1]:

Child / Youth Abuse:

7. "Child abuse" refers to the violence, mistreatment or neglect that a child or adolescent may experience while in the care of someone they depend on or trust. There are many different forms of abuse and a child may be subjected to more than one form:
- a) **Physical abuse** involves single or repeated instances of deliberately using force against a child in such a way that the child is either injured or is at risk of being injured. Physical abuse includes beating, hitting, shaking, pushing, choking, biting, burning, kicking or assaulting a child with a weapon. It also includes holding a child under water, or any other dangerous or harmful use of force or restraint.
 - b) **Sexual abuse** and exploitation involves using a child for sexual purposes. Examples of child sexual abuse include fondling, inviting a child to touch or be touched sexually, intercourse, rape, incest, sodomy, exhibitionism, or involving a child in prostitution or pornography.
 - c) **Neglect** is often chronic, and it usually involves repeated incidents. It involves failing to provide what a child needs for his or her physical, psychological or emotional development and well-being. For example, neglect includes failing to provide a dependent child with food, clothing, shelter, cleanliness, medical care, or protection from harm.
 - d) **Emotional abuse** involves harming a child's sense of self-worth. It includes acts (or omissions) that result in, or place a child at risk of serious behavioural, cognitive, emotional, or mental health problems. For example, emotional abuse may include aggressive verbal threats, social isolation, intimidation, exploitation, or routinely making unreasonable demands. It also includes exposing the child to violence.
8. Although individuals may be abused at virtually any life stage – childhood, adolescence, young adulthood, middle age, or old age – the nature and consequences of abuse may differ depending on an individual's situation, disability, or circumstance.
9. An abuser may use a number of different tactics to gain access to children, exert power and control over them, and prevent them from telling anyone about the abuse or seeking support. The abuse may happen once, or it may occur in a repeated and escalating pattern over a period of months or years. The abuse may change form over time.
10. Abuse of children or youth in sport can include emotional maltreatment, neglect, and physical maltreatment.
- a) **Emotional Maltreatment** – A coach's failure to provide a developmentally-appropriate and supportive environment. Emotional abuse is at the foundation of all other forms of maltreatment (sexual, physical and neglect). In sports, this conduct has the potential to cause emotional or psychological harm to an athlete when it is persistent, pervasive or patterned acts (e.g., yelling at an athlete once does not constitute maltreatment). Examples of emotional maltreatment include:
 - i. Refusal to recognize an athlete's worth or the legitimacy of an athlete's needs (including complaints of injury/pain, thirst or feeling unwell)
 - ii. Creating a culture of fear, or threatening, bullying or frightening an athlete
 - iii. Frequent name-calling or sarcasm that continually "beats down" an athlete's self-esteem
 - iv. Embarrassing or humiliating an athlete in front of peers
 - v. Excluding or isolating an athlete from the group
 - vi. Withholding attention
 - vii. Encouraging an athlete to engage in destructive and antisocial behaviour, reinforcing deviance, or impairing an athlete's ability to behave in socially appropriate ways
 - viii. Over-pressuring; whereby the coach imposes extreme pressure upon the athlete to behave and achieve in ways that are far beyond the athlete's capabilities
 - ix. Verbally attacking an athlete personally (e.g., belittling them or calling them worthless, lazy, useless, fat or disgusting).