



Safe Sport

Definitions

1. The following terms have these meanings in this Policy:
 - a) “*Individuals*” – Individuals employed by, or engaged in activities with, Grapple Yukon including, but not limited to, athletes, coaches, convenors, officials, volunteers, managers, administrators, committee members, parents and guardians and spectators at events, and Directors and Officers of Grapple Yukon
 - b) “*Person in Authority*” – An Individual who holds a position of authority within Grapple Yukon including, but not limited to, coaches, managers, support personnel, chaperones, and Directors

Purpose

2. This Policy describes how Grapple Yukon aims to provide a safe sport environment.

Commitment to True Sport Principles

3. Grapple Yukon’s commit to the True Sport Principles which are:
 - a) **Go for It** – Rise to the challenge – always strive for excellence. Discover how good you can be.
 - b) **Play Fair** – Play honestly – obey both the letter and spirit of the rules. Winning is only meaningful when competition is fair.
 - c) **Respect Others** – Show respect for everyone involved in creating your sporting experience, both on and off the field. Win with dignity and lose with grace.
 - d) **Keep it Fun** – Find the joy of sport. Keep a positive attitude both on and off the field.
 - e) **Stay Healthy** – Place physical and mental health above all other considerations – avoid unsafe activities. Respect your body and keep in shape.
 - f) **Include Everyone** – Share sport with others. Ensure everyone has a place to play.
 - g) **Give Back** – Find ways to show your appreciation for the community that supports your sport and helps make it possible.

Pledge

4. The stakeholders, members, and leaders of Grapple Yukon are expected to live the True Sport Principles and Grapple Yukon pledges to embed the True Sport Principles in its governance and operations in the following ways:



- a) Conduct Standards – Grapple Yukon will adopt comprehensive conduct standards that are expected to be followed by Individuals
- b) Athlete Protection – Grapple Yukon will provide coaches and other stakeholders with general and sport-specific athlete protection guidelines
- c) Dispute Resolution and Investigations – Grapple Yukon will have dispute resolution processes that are confidential and procedurally fair and that require independent investigation for certain alleged violators of the conduct standards
- d) Strategy – Grapple Yukon will have strategic plans that reflect Grapple Yukon’s mission, vision, and values
- e) Governance – Grapple Yukon will have a diverse blend of sport leaders and will adhere to principles of good governance
- f) Risk Management – Grapple Yukon will intentionally manage risks to its operations and events through the use of risk management plans and/or risk registries

Conduct Standards

5. Grapple Yukon will adopt a *Code of Conduct and Ethics* that describes standards of conduct and behaviour for all Individuals. General standards of conduct will apply to all Individuals and specific standards will be described for positions within Grapple Yukon. The *Code of Conduct and Ethics* will have specific sections, including but not limited, to:
 - a) Athletes
 - b) Club Instructors
 - c) Referees
 - d) Volunteers
 - e) Head Coach
 - f) Assistant Coach
 - g) Team Manager
6. The *Code of Conduct and Ethics* will contain detailed definitions of key terms, including:
 - a) Harassment
 - b) Sexual Harassment
 - c) Workplace Harassment
 - d) Workplace Violence
 - e) Discrimination
 - f) Hazing
7. The *Code of Conduct and Ethics* will include the following definition of Hazing:
 - a) Hazing is a form of conduct that exhibits a potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking individual by a more senior individual, which does not contribute to either individual’s positive development, but is required to be accepted as part of a team or group, regardless of the junior-ranking individual’s willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or

seemingly benign, that sets apart or alienates any teammate or group member based on class, number of years on the team or with the group, or ability

8. Grapple Yukon will adopt an *Abuse Policy* that will define “vulnerable individuals” and describe the types of abuse (e.g., Physical Abuse, Sexual Abuse, Emotional Abuse, and Neglect) that vulnerable individuals may be subjected to.

Anti-Doping

9. The *Code of Conduct and Ethics* will indicate that Grapple Yukon adopts and adheres to the Canadian Anti-Doping Program.

Social Media

10. Grapple Yukon will adopt a *Social Media Policy* that describes standards of conduct that are expected on social media by Individuals. The *Social Media Policy* will indicate specific conduct standards and risks that are common and/or exclusive to social media.
11. The *Social Media Policy* will highlight the importance of responsible coach-athlete interaction on social media and will provide examples of violations of conduct standards.

Athlete Protection

Screening

12. Grapple Yukon will adopt a comprehensive *Screening Policy* that requires some Individuals to pass a screening process before being permitted to interact with athletes. The *Screening Policy* will:
 - a) Categorize positions in Grapple Yukon as ‘Low Risk’, ‘Medium Risk’, and ‘High Risk’ and require progressive screening measures for individuals serving in each category of risk
 - b) Describe how frequently some Individuals must obtain a police records check and which type of check(s) they must obtain
 - c) Describe how frequently some Individuals must submit Screening Disclosure Forms and Screening Renewal Forms
 - d) Empower a Screening Committee to prohibit Individuals who do not pass screening from participating in certain positions
 - e) Empower a Screening Committee to attach conditions to an Individual’s participation in certain positions
13. Grapple Yukon will develop general and sport-specific *Athlete Protection Guidelines* that can be used by coaches, managers, medical personnel, and other persons in authority. Grapple Yukon may provide training on the guidelines and take steps to ensure the guidelines are being implemented. Grapple Yukon will conduct a regular review of the guidelines to add and/or modify new guidelines as appropriate.

Resources

14. Grapple Yukon will regularly provide information to Individuals 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](#)

Athlete Engagement

15. Grapple Yukon 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 organizational decision-making
- c) Independently-led athlete outreach consultations

Dispute Resolution

16. Grapple Yukon will have a comprehensive suite of dispute resolution policies that will include:

- a) *Discipline and Complaints Policy*
- b) *Appeal Policy*
- c) *Dispute Resolution Policy*
- d) *Investigations Policy*
- e) *Whistleblower Policy*

17. Taken together, the suite of dispute resolution policies will include the following features:

- a) An independent individual to whom complaints 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/or investigators
- e) Protection from reprisal for submitting complaints
- f) Anonymity for the complainant in cases of whistleblowers
- g) Independency of appeal procedures (when appeals are permitted)
- h) Opportunity for alternate dispute resolution
- i) Investigations of certain complaints (e.g., when required by law and/or when the complaint involves harassment, abuse, or discrimination)
- j) In-event discipline procedures (when an event does not have its own disciplinary procedures)

Reporting Obligations

18. The policies of Grapple Yukon will include requirements that certain complaints must be reported to government entities, local police forces, and/or child protection agencies.

Records

19. Grapple Yukon will retain records of decisions that have been made pursuant to Grapple Yukon's policies. These records may be shared with other individuals or organizations, including but not limited to, national sport organizations, provincial sport organizations, multi-sport organizations, and government entities.

Governance and Operations

20. Grapple Yukon will have a comprehensive Strategic Plan in which athlete protection and safe sport are top priorities for Grapple Yukon.
21. Grapple Yukon will adopt a *Risk Management Policy* that will describe how Grapple Yukon will address risks ranging from 'Unlikely' to 'Almost Certain' and from 'Minor' to 'Catastrophic'. Grapple Yukon will contemplate risk management strategies that retain, reduce, transfer, and/or avoid the risk. Risks can occur in the following areas:
- a) Operational/Program
 - b) Compliance
 - c) Communication
 - d) External
 - e) Governance
 - f) Financial
 - g) Health and Safety
22. Grapple Yukon will pursue a governance structure that reflects the diversity of the athletes and stakeholders within the sport, that adheres to all applicable federal and/or provincial/territorial legislation, and that moves toward a national alignment strategy for the sport in Canada.
23. Grapple Yukon will continually monitor and evaluate its policies, practices, and procedures.