

CKC SAFE SPORT POLICY

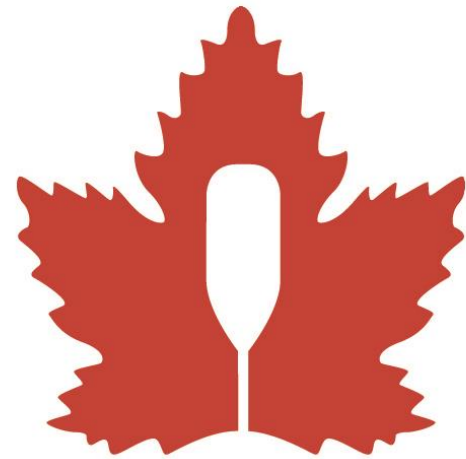


**CANOE KAYAK
CANADA**

ATHLETES

SUPPORT FOR ATHLETES

ATHLETE CHAIR WELCOME



**CANOE KAYAK
CANADA**

AGENDA

- What is Safe Sport?
- CKC Approach
- Independent Third Party
- What does Independent mean?
- How does the system work?
- Screening and Education
- Call to Action & Next Steps
- Questions

WHAT IS SAFE SPORT?

- Commitment to the shared obligation to create a culture and environment in which everyone can thrive.
- Policy and process to ensure environment is free from Maltreatment, Violence, Harassment, Abuse and Discrimination is a foundational element of this commitment.
- Creates the jumping off point for a continuing conversation and process of education and cultural change.

WHAT IS MALTREATMENT?

“Any volitional act by an Individual that results in harm or the potential for physical or psychological harm to another Individual, and includes any of the following behaviours or conduct”

- Maltreatment undermines health, well-being, performance and security and violates the integrity of the participant and their experience in sport.

CKC APPROACH



**CANOE KAYAK
CANADA**

OVERVIEW OF CKC APPROACH

- Single CKC Community-wide approach to ensure safety of our sport environment for all participants.
- Key Pillars: Aligned policies including Code of Conduct and Ethics, Complaint Management, Screening, and Education.
- In effect nationally since March 1, 2020 operating and handling cases at all levels
- Policy has been revised to reduce the burden at the Club and PTSO/Division levels, and to help manage risk at all levels of our CKC Community.



MOVING AHEAD

- Challenges remain
- Need, risk and opportunity too great to wait for rest of sport landscape to system to evolve
- We are pushing the system forward.



HOW DOES THE SYSTEM WORK?



**CANOE KAYAK
CANADA**

HOW DOES THE SYSTEM WORK?

- Code of Conduct & Ethics and other key policies
- Complaint Management
- Screening
- Education

THE POLICY MATRIX

Code of Conduct
and Ethics Policy

Investigations Policy

Definitions

Discipline and
Complaints Policy

Dispute Resolution
Policy

Event Discipline
Policy

Appeal Policy

Athlete Protection
Policy

Screening Policy

Social Media Policy

And more...

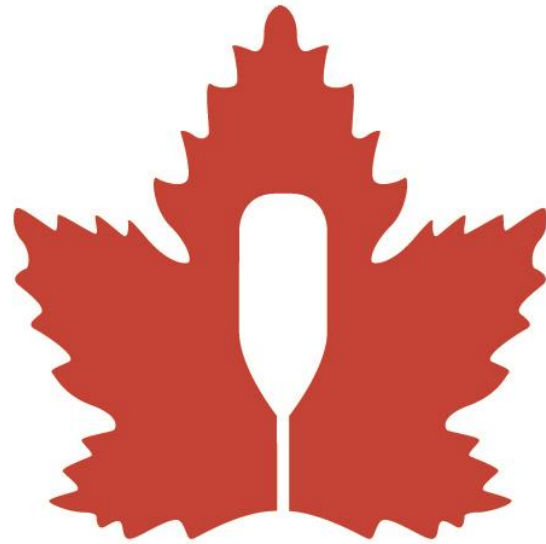


CODE OF CONDUCT

- Based on new Universal Code of Conduct and Maltreatment in Sport.
- Single Code of Conduct for the entire community.
- “The purpose of this Code is to ensure a safe and positive environment within the programs, activities, and Events of Canoe Kayak Canada and its Members by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with the applicable organization’s core values and policies.”



INDEPENDENT THIRD PARTIES



**CANOE KAYAK
CANADA**

INDEPENDENT THIRD PARTIES

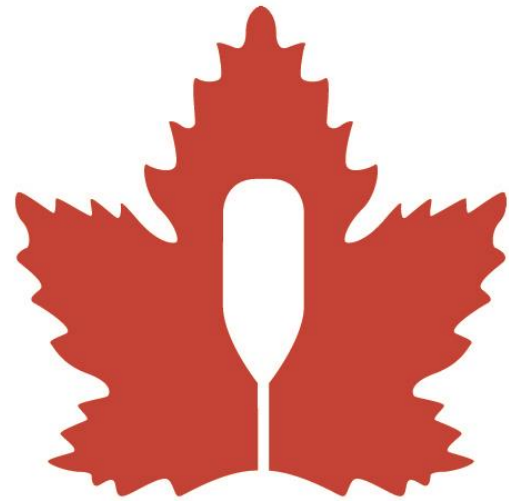
- Female and Male team members fluent in French and English available to be the lead and point of contact;
- Once a complaint is received and pursued an independent investigator is appointed by the Third Party lead;
- The person/group/organization complained against, is made aware of the complaint and notified they will be involved in the investigation;
- The process and investigation will take as long as it needs;

INDEPENDENT THIRD PARTIES

Once an investigation is launched, it involves engagement and commitment by the person making it.

- In cases involving someone under age of 18
 - o The individual can contact the Third Party to discuss a possible complaint or gather information;
 - o BUT a complaint must be put forward by a guardian/parent.
 - There are exceptions to this depending on circumstances or nature of complaint.

WHAT DOES INDEPENDENT MEAN?



**CANOE KAYAK
CANADA**

WHAT DOES INDEPENDENT MEAN?

- The third party email is managed solely by the third party team.
 - o NO ONE else has access to these emails.
- Communications are not shared with CKC or others, they are strictly confidential unless you say otherwise.
 - o There are exceptions for example, the duty to report criminal activity to Police.
- Confidential does not mean Anonymous

COMPLAINT PROCESS: WHAT TO EXPECT

All complaints go to the Independent Third Party

Kept entirely confidential, in line with the wishes of the person making the complaint.

Followed up on in a timely manner.

Support to persons making a complaint through the process and advice and guidance on steps.

Complaint will be taken seriously, and rigorously examined.

Communication in the language, and with a person of the gender identity, of your choice.

COMPLAINT PROCESS: MINORS

- Minors can make complaints or be subject to complaints
- Minor must have their parent/guardian or the parent/guardian appoint an other adult to serve as their representative during the complaint process
- Any communications between the Independent Third Party, Discipline Chair or Discipline Panel has to be directed to the Minor's representative and the minor complainant as applicable based on age and the nature of the complaint.
- Minors are not required to attend oral hearings (if held)

COMPLAINT PROCESS: WHAT THEN

Independent Third Party will:

Gather information related to the complaint.

Make a decision on whether to proceed, the applicable process and jurisdiction

Communicate this decision to the complainant(s) and respondent(s).

Inform the relevant parties of next steps in process.

Provide ongoing support and guidance to all parties regarding the process.

Inform relevant parties of final outcome, and any relevant sanctions or further actions.

SCREENING AND EDUCATION

- Following feedback from the community, CKC moved this responsibility from Members and CKC and will provide an independent screening process.
- Tiered screening requirements for different participant roles in our CKC Community based on three levels of risk.
- These have been clarified in the Screening Matrix and Specific Roles Classification Chart in within the policy.



EDUCATION

Coaching Association of Canada Safe Sport Training

As a system and community, key is on-going education and evolution of approach.



ATHLETE EDUCATION

- Key area for further feedback and evolution.
- CKC level approach is all athletes who are on CKC Teams or at CKC camps will be required to take CAC Safe Sport Training (Athlete Stream).
- Member organizations currently open to set athlete education policy based on the age, type of athlete represented in their organization.



NEXT STEPS

November 26th – Athlete Webinar

December 3rd - Club Webinar – French

December 1st – Launch Screening Process

November-December – CKC Safe Sport Training

December-April – Screening, Training and Member Deceleration Support

April 1st – Club Membership Target including Policy Declaration

April 1st – First Round of Screening and Education Deadline

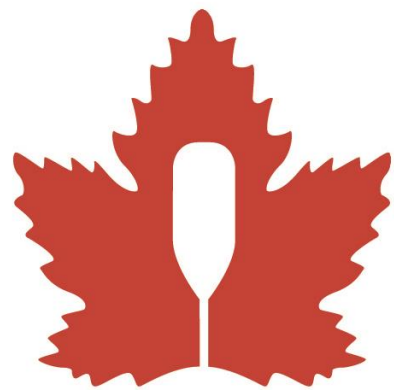


CALL TO ACTION

- Opportunity to make our sport community what we know it should be for all participants.
- Continuing conversation is important.



QUESTIONS



**CANOE KAYAK
CANADA**

THANK YOU



**CANOE KAYAK
CANADA**