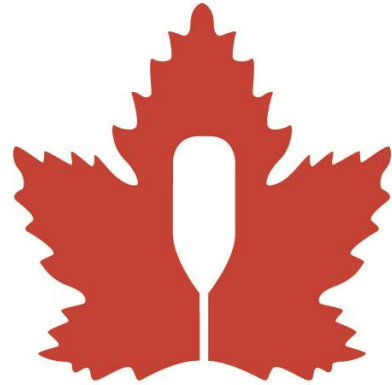


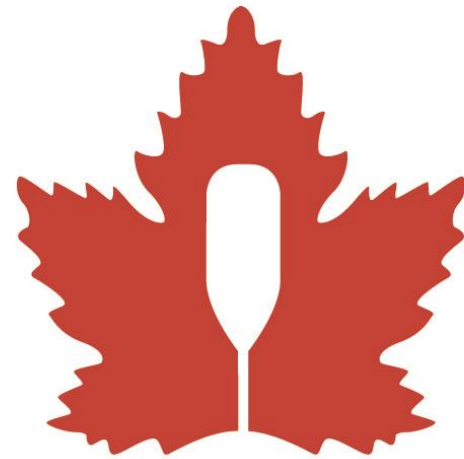
CKC SAFE SPORT POLICY



**CANOE KAYAK
CANADA**

CLUBS & ORGANIZATIONS

WELCOME



**CANOE KAYAK
CANADA**

BOARD OR COMMODORES MESSAGE



**CANOE KAYAK
CANADA**

AGENDA

- What is Safe Sport?
- Need
- CKC Approach
- What does Independent mean?
- How does the system work?
- How do the levels of our community adopt/integrate?
- Screening and Education
- Next Steps & Questions

WHAT IS SAFE SPORT?

- To prevent and address maltreatment in sport for all participants.
- Eliminate and stop abuse, discrimination and harassment in sport.

(Red Deer Declaration – February 2019)

WHAT IS MALTREATMENT?

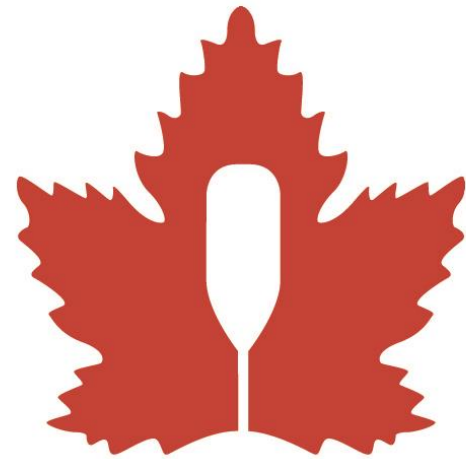
“Any volitional act by an Individual that results in harm or the potential for physical or psychological harm to another Individual, and includes any of the following behaviours or conduct”

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

WHAT IS SAFE SPORT?

- Commitment to the shared obligation to create a culture and environment in which everyone can thrive.
- Reflected in our CKC Values: Achievement, Collaboration, Excellence, Inclusion and Integrity.
- Policy and Process to ensure environment is free of Maltreatment, Violence, Harassment 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.

NEED



**CANOE KAYAK
CANADA**

CKC APPROACH



**CANOE KAYAK
CANADA**

OVERVIEW OF CKC APPROACH

- Single CKC Community-wide approach to ensure safety of our sport environment for all participants and designed to support member organizations to implement
- Key Pillars: Aligned Policy 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
- Phase of education and support.



ALIGNMENT CHALLENGES AND SOLUTIONS

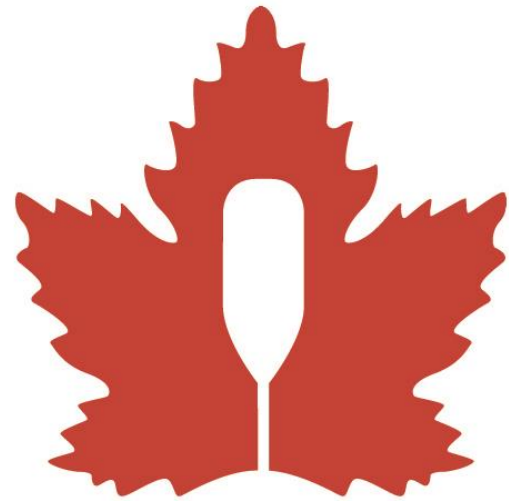
- **Challenges:**
- CKC has a very unique membership and governance model.
- Provincial and Territorial jurisdiction across all sports is an open and evolving question.
- **Solutions:**
- Adoption at PT/Division and Club level through simple declaration or membership within CKC.
- Working with PT Leadership and Governments to move forward with unique alignment solutions where needed



MOVING AHEAD

- Need, Risk and Opportunity too great to wait for rest of sport landscape to system to evolve
- We are pushing the system forward.

WHAT DOES INDEPENDENT MEAN?

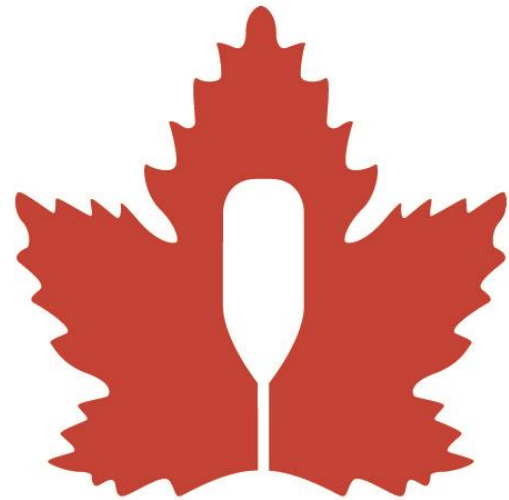


**CANOE KAYAK
CANADA**

WHAT DOES INDEPENDENT MEAN?

- No CKC or Member staff, board member, committee member, consultant or official is involved in the administration or otherwise in any complaint that is filed with the CKC Safe Sport Officer
- These individuals are not involved in the investigation or disciplinary process
- Any investigation or disciplinary process can be conducted without the interference of CKC or a Member
- Neither CKC nor any Member is involved in any decision to proceed with a complaint, investigate a complaint or in the disciplinary process
- The office of the Safe Sport Officer is not administered by, connected to or subject to the authority of CKC or any Member

HOW DOES THE SYSTEM WORK?



**CANOE KAYAK
CANADA**

NAVIGATING 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...

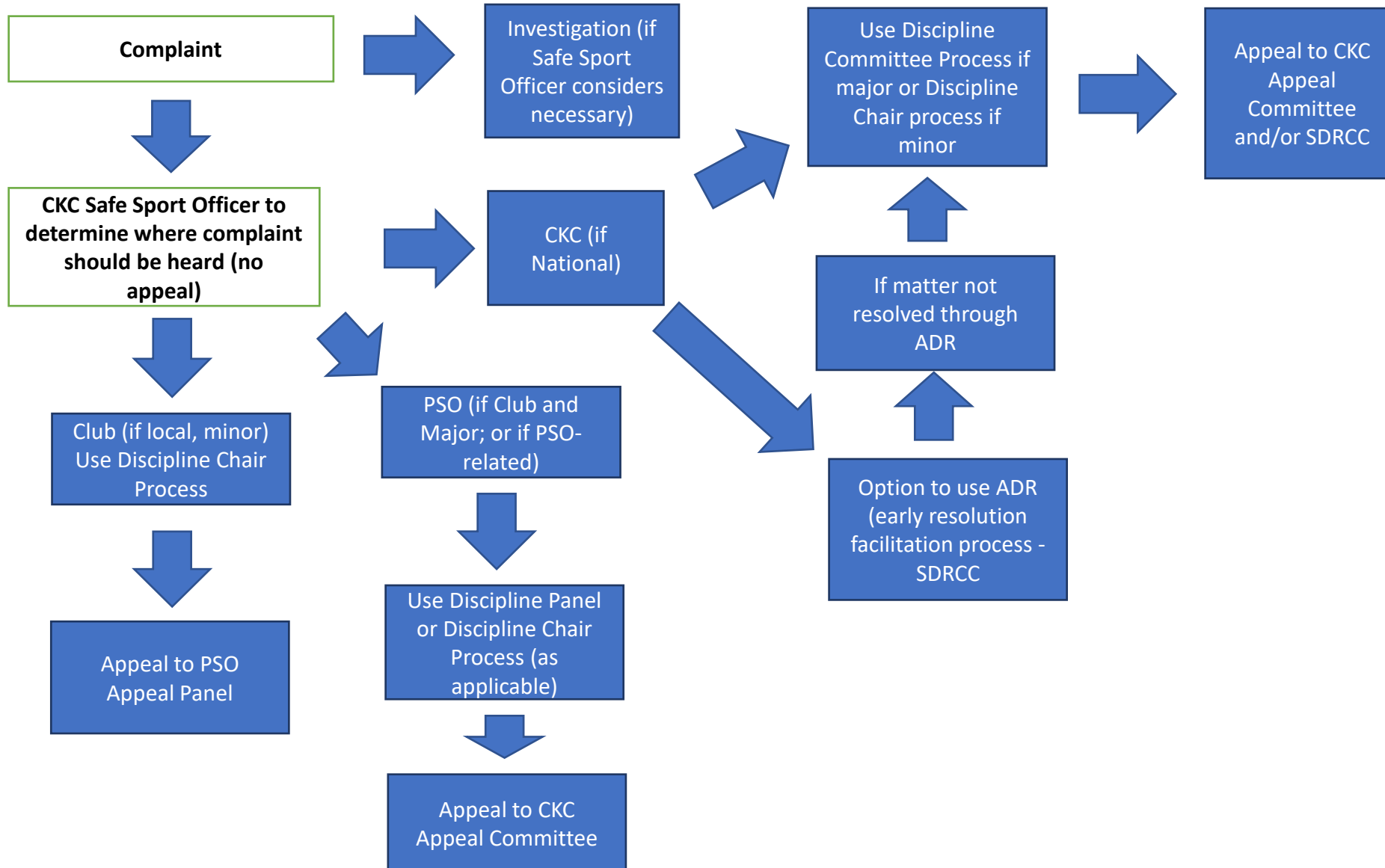


KEY ROLE

- Safe Sport Officers
 - Team of safe sport officers
 - Identify as male and female, and available in both official languages.
 - They are the key interface, support and operational piece of the system.
 - ALL COMPLAINTS go to Safe Sport Officers



COMPLAINT PROCESS



WHAT WILL CLUBS HAVE TO DO

- Section 19 of Discipline and Complaints Policy:
 - Clubs will only have to handle minor matters:
 - Disrespectful, abusive, racist or sexist comments, conduct or behaviour
 - Minor acts of physical violence
 - Conduct contrary to the Club's values
 - Non-compliance with the Club's policies, procedures, rules or regulations
 - Minor violations of the Code of Conduct and Ethics, Social Media Policy, Athlete Protection Policy or Event Discipline Policy
 - Only if the conduct falls within the Club's business, activities or events
 - Only if the incident adversely affects relationships or detrimentally affects the Club's image or reputation (if outside of the Club's business, activities or events)
 - Clubs will not need to make any of the above determinations themselves – these are made by the CKC Safe Sport Officer
 - Clubs will have to appoint a Discipline Chair (ideally, a volunteer – parent or Board member with a legal background)



CLUB

Club level incident jurisdictionally and appropriate for them to handle.

- First Incident of Bullying
- Inappropriate language by a coach (swearing)



PTSO / DIVISION

Club level incident jurisdictionally and not-appropriate for them to handle, goes to PTSO to handle

- Two coaches, both from the same Province get into an argument in public.
- Facebook comments including insulting other clubs athletes.

PTSO level incident jurisdictionally and appropriate for them to handle.

- Athlete bullying behaviour at Provincial Camp.



CKC

PTSO level incident jurisdictionally and not-appropriate for them to handle goes to CKC.

- Provincial Board member is accused of racist posts on Instagram

CKC level incident jurisdictionally and we can handle with internal process.

- Athlete on national team is reported to verbally abuse a coach.

CKC level incident jurisdictionally, based on severity/those involved we handle entirely independently.

- A CKC coach is accused of discrimination



CKC MANAGEMENT ON BEHALF OF MEMBERS

Exceptional circumstances

- Valid and justifiable reasons: conflict of interest, lack of capacity
- Safe Sport Officer can request that CKC manage the complaint if Club, PTSO or Division is unable
- May require entering into a cost-sharing agreement with the Club and/or PTSO/Division



WHO PAYS FOR WHAT

CKC responsible for costs related to:

- CKC System costs, updates to policies for all levels and supporting education.
- Investigations, Discipline Chair/Panel process handled at the CKC level.
- CKC managing a complaint on behalf of a Club, PTSO/Division if CKC accepts to do so and, where CKC deems necessary if a cost-sharing agreement is entered into.

PTSO/Division's responsible for costs related to:

- Discipline panel/chair proceedings, investigations and appeals within their jurisdiction.

Clubs responsible for costs related to:

- Discipline chair proceedings within their jurisdiction (but as mentioned – ideally this would be a volunteer, so no cost to the club)



ADOPTION & INTEGRATION



**CANOE KAYAK
CANADA**

DECLARATION & MEMBERSHIP PROCESS

- Part of updated CKC Membership Process - Phased in ahead of April 1, 2021
- Important to work through nuance and collaboration with PTs to understand the provincial system with which we need to collaborate.
- Independent Complaint Management is key in allowing for adaptability with unique circumstances



LINK TO POLICIES

CKC SAFE SPORT POLICIES

[Safe Sport Policy Manual](#) **Updated October 28, 2020** ([Member Declaration EN](#) | [FR](#))

[Appeals](#) **Updated October 28, 2020**

[Code of Conduct and Ethics](#) **Updated October 28, 2020**

[Dispute Resolution](#) **Updated October 28, 2020**

[Policy Definitions](#) **Updated October 28, 2020**



PROMOTE CKC INDEPENDENT OFFICER

Reporting a Complaint

As described above, CKC has appointed independent Safe Sport Officers who any person within the CKC community, at any level can contact to report or discuss incidents of abuse or harassment of any kind. These officers are available to communicate in English or French, as well as officers identifying as male or female are always available based on the preference of the complainant.

CKC has contracted W&W Dispute Resolution Services for this role. They may be reached directly and independently through the email address safesport_wwdrs@primus.ca. This is a confidential email address which will only be accessed by one of the independent Safe Sport Officers.

Reporting Abuse or Harassment is often a difficult process. To this end, a person can expect the following when contacting the independent safe sport officer:

- All reports will be kept entirely confidential, in line with the wishes of the person making the complaint. This includes confidentiality from CKC staff.
- Complaint will be followed up on in a timely manner.
- The independent Safe Sport Officers are available to support persons making a complaint through the process and will provide advice and guidance on steps as and if a complaint proceeds.
- Your complaint will be taken seriously, and rigorously examined.
- Complaint will be managed in the language, and by an officer of the gender identity of your choice.

Should any complaint or concern come to the attention of the CEO or any CKC representative, it will be forwarded to one of our Safe Sport Officers.



SCREENING PROCESS

- CKC has moved this responsibility to an option of an independent process after feedback from the community.
- 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.



SCREENING PROCESS

- Level 1: Self-Declaration Screening Form.
 - Volunteers, not in position of authority
- Level 2: Screening Form, Enhanced Police Information Check, Safe Sport Training
- Level 3: Screening Form, Enhanced Police Information Check, Vulnerable Sector Check, Safe Sport Training
- Coaches: Making Ethical Decision Certified
- Youth clarification in policy.



EDUCATION

Two modules to choose from as required starting point:

Respect in Sport – Activity Leaders

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 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 19th – Club Webinar

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



QUESTIONS



**CANOE KAYAK
CANADA**

THANK YOU



**CANOE KAYAK
CANADA**