

CANOE KAYAK CANADA

SAFE SPORT POLICY MANUAL – SUMMARY OF UPDATES

June, 2021

1. **Wording:**
 - a. Cleaned up wording in multiple areas, provided clarifications.
2. **Terminology:**
 - a. Definition 15 - Shifted to *Independent Third Party* from *Safe Sport Officer*.
3. **Specific changes:**
 - a. Discipline and Complaints Policy:
 - i. Section 15: *Independent Third Party* has ability to assess whether a complaint has been made in bad faith.
 - ii. Investigations (Section 24): Narrowed circumstances in which an independent investigation will occur and clarified purposes for which an investigation report can be used.
 - iii. Sections 31 and 50: strengthened confidentiality requirements regarding decisions rendered by Discipline Chair and Discipline Panel.
 - iv. Section 42: Canoe Kayak Canada given observer status when not a party to a disciplinary case.
 - v. Section 50: the discipline panel now has specific direction with respect to the information that must be included in an order so that sanctions can be appropriately implemented and monitored.
 - vi. Section 54: Discipline panel may consider prior infractions when imposing sanctions.
 - b. Investigations Policy:
 - i. Completely redone. Aligns with changes in Section 24 of Discipline and Complaints Policy.
 - c. Appeal policy:
 - i. Screening of Appeal (Section 26): based on Recent SDRCC learnings, an Appeal Manager's decision will be appealable.
 - d. Screening policy:
 - i. Many cosmetic changes to increase readability and streamline policy.
 - ii. Addition of ckcmember.ca Screening form link.
 - iii. Screening Requirements Matrix has been edited.
 1. Athletes 15 years of age and over named to CKC teams or taking part in CKC camps are now included and required to do CAC Safe Sport Training.
 2. Learning Facilitators also included as Level 2 risk individuals.
 - iv. Section 25: Clarified screening procedure.