

TRIATHLON CANADA STATEMENT ON SAFE SPORT

Triathlon Canada has a fundamental obligation and responsibility to protect the health, safety and physical and mental well-being of every individual that is involved in the Canadian triathlon community.

Triathlon Canada takes any situation involving misconduct or maltreatment very seriously. For this reason, Triathlon Canada is committed to enacting and enforcing strong, clear, and effective policies and processes for preventing and addressing all forms of misconduct or maltreatment. The policies are intended to promote a Safe Sport environment in a manner that allows for consistent, immediate, appropriate, and meaningful action should any issues arise, and they are also intended to prevent issues from arising in the first place by communicating expected standards of behaviour.

Should any individuals involved with Triathlon Canada, including but not limited to Athletes, coaches, officials, volunteers, and parents/guardians of Athletes, wish to report any instance of misconduct or maltreatment, they may do so directly to Triathlon Canada’s independent third-party responsible for managing complaints, who will then determine the appropriate forum and manner to address the complaint.

Independent Third Party: The Integrity Group

Case Manager: Heather MacKenzie

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Triathlon Canada also recognizes the recent development of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) and its responsibilities to integrate the UCCMS into its policies. Since the UCCMS may continue to evolve in the foreseeable future, this Safe Sport Policy Manual incorporates the key elements of the current version of the UCCMS as follows:

<u>UCCMS v. 5.1 Section</u>	<u>Safe Sport Manual</u>
Section 1.2 – General Principles	Discipline and Complaints Policy para. 3
Section 1.3 – Consensus Statements	Safe Sport Policy para. 2
Definitions	Code of Conduct para. 1 Discipline and Complaints Policy para. 1
Scope and Application 2.1.2	Code of Conduct para. 5 Discipline and Complaints Policy para. 7
Scope and Application 2.1.3	Code of Conduct para. 12a
Scope and Application 2.1.4	Code of Conduct para. 9-10
Scope and Application 2.1.5	Code of Conduct para. 11
Scope and Application 2.1.6	Investigation Procedure para. 6
Maltreatment 2.2	Code of Conduct para. 1
Retaliation 2.2.6.1.2	Investigation Procedure para. 10
Sanctions 3.1	Discipline and Complaints Policy para. 37
Considerations 3.2	Discipline and Complaints Policy para. 35-36
Presumptive Sanctions 3.3	Discipline and Complaints Policy para. 38
Public Disclosure 3.4	Discipline and Complaints Policy para. 48

TRIATHLON CANADA SAFE SPORT POLICY

** Indicates a section that has been adapted from the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (“UCCMS”)*

PURPOSE

1. This Policy describes how Triathlon Canada aims to provide a safe sport environment.

COMMITMENT TO A SPORT ENVIRONMENT FREE FROM MALTREATMENT

2. *Triathlon Canada makes the following commitments to a sport environment free from Maltreatment:
 - a. All Participants in sport can expect to play, practice and compete, work, and interact in an environment free from Maltreatment.
 - b. Addressing the causes and consequences of Maltreatment is a collective responsibility and requires the deliberate efforts of all Participants, sport stakeholders, sport club administrators and organization leaders.
 - c. Participants in positions of trust and authority have the general responsibility to protect the health and well-being of all other Participants.
 - d. Adult Participants have a specific ethical and statutory duty and the additional responsibility to respond to incidents of Maltreatment involving Minors and other Vulnerable Participants.
 - e. All Participants recognize that Maltreatment can occur regardless of age, sex, sexual orientation, gender identity or expression, race, ethnicity, Indigenous status, or level of physical and intellectual disability and their intersections. Moreover, it is recognized that those from traditionally marginalized groups have increased vulnerability to experiences of Maltreatment.
 - f. All Participants recognize that individuals who have experienced Maltreatment may experience a range of effects that may emerge at different time points and that can profoundly affect their lives.
 - g. All adults working with children and youth have a duty to prevent or mitigate opportunities for misconduct.
 - h. In recognition of the historic vulnerability to discrimination and violence amongst some groups, and that continues to persist today, Participants in positions of trust and authority have a duty to incorporate strategies to recognize systemic bias, unconscious bias, and to respond quickly and effectively to discriminatory practices

CONDUCT STANDARDS

3. Triathlon Canada will adopt a **Code of Conduct and Ethics** that describes standards of conduct and behaviour for all Participants. General standards of conduct will apply to all Participants and specific standards will be described for positions within the organization. The **Code of Conduct and Ethics** will have specific sections, including but not limited to, to:
 - a. Athletes
 - b. Coaches
 - c. Officials
 - d. Volunteers
 - e. Directors and Committee Members
 - f. Parents and Spectators

4. The *Safe Sport Policy Manual* will contain detailed definitions of key terms, including:
 - a. Maltreatment
 - b. Harassment
 - c. Discrimination
 - d. Workplace Harassment
 - e. Workplace Violence

Anti-Doping

5. The **Code of Conduct and Ethics** will indicate that Triathlon Canada adopts and adheres to the Canadian Anti-Doping Program.

ATHLETE PROTECTION

Training

6. Triathlon Canada requires mandatory training on preventing and addressing harassment and abuse for the following categories of Participants:
 - a. Category 1 – Individuals in decision-making positions at Triathlon Canada:
 - i. Senior staff
 - ii. High Performance Directors
 - iii. Case Managers/Adjudicators/Investigators
 - iv. Board of Directors (when the Board is an operational Board)
 - b. Category 2 – Athletes and individuals direct contact with Athletes:
 - i. National Team Program Athletes
 - ii. Junior National Team Athletes
 - iii. Parents of underage National/Junior National Team Athletes
 - iv. High Performance Staff
 - v. Training Centre Staff
 - vi. Triathlon Canada-Appointed Coach Developers
 - vii. Integrated Support Personnel: Mental, Strength and Conditioning, Nutrition, etc.
 - viii. Coaches: Paid, Unpaid
 - ix. Sport Assistants, guides, interpreters, etc.
 - x. Contractors (with direct Athlete contact)
 - xi. Officials
 - c. Category 3 – Individuals with no direct Athlete contact:
 - i. Organizing Committees
 - ii. Admin/Finance Committees
 - iii. Governance Committees/Judicial Boards
 - iv. Board of Directors (when the Board is a governance Board)
 - v. Event volunteers
 - vi. Office Staff

7. Categories of Participants must take the following training:
 - a. Category 1 – [Respect in Sport](#) Training (for Activity Leaders)
 - b. Category 2 – [Respect in Sport](#) Training (for Activity Leaders)
 - c. Category 3 – [Respect in Sport](#) Training (in the Workplace)

8. Categories of Participants must take the training at the following times:
 - a. Category 1 – the earlier of:
 - i. Within 12 weeks of starting date; or
 - ii. Prior to their first formal activity in their season, or any unsupervised contact with an Athlete
 - b. Category 2 – Prior to their first formal activity in their season, or prior to any unsupervised contact with an Athlete
 - c. Category 3 – the earlier of:
 - iii. Within 12 weeks of starting date; or
 - iv. Prior to their first formal activity and/or event
9. Triathlon Canada will annually ensure that Participants have received up-to-date training. When the training program has been substantially updated to include new information or resources, or if the Participant’s certification has expired, the Participant will be required to re-take the training.
10. Triathlon Canada will provide annual, up-to-date information on Triathlon Canada’s policies and procedures related to Maltreatment.

Resources

11. Triathlon Canada will regularly provide information to Participants about resources and training related to athlete protection. Resources and training opportunities can include:
 - d. [NCCP modules](#)
 - e. [Respect in Sport](#)
 - f. [CAC Safe Sport Training](#)
 - g. [Commit to Kids](#)
 - h. [Red Cross – Respect Education Courses](#)

Athlete Engagement

12. Triathlon Canada 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

13. Triathlon Canada will have a comprehensive suite of dispute resolution policies that will include:
 - a. ***Discipline and Complaints Policy***
 - b. ***Appeal Policy***
14. 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. Independency of appeal procedures (when appeals are permitted)
 - g. Opportunity for alternative dispute resolution
 - h. Investigations of certain complaints

Obligations – Reporting and Third-Party Case Management

15. The policies of Triathlon Canada will include requirements that certain complaints must be reported to government entities, local police services, and/or child protection agencies.
16. The policies of Triathlon Canada will include requirements that complaints must be received by an independent third party that has no conflict of interest or bias.

Records

17. Triathlon Canada will retain records of decisions that have been made pursuant to the organization's policies. These records may be shared with other individuals or organizations, including but not limited to, national sport organizations, provincial/territorial sport organizations, multi-sport organizations, and government entities.

GOVERNANCE AND OPERATIONS

18. Triathlon Canada will have a comprehensive plan in which athlete protection and safe sport are top priorities for the organization.
19. Triathlon Canada will pursue a governance structure and organizational culture 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.
20. Triathlon Canada will continually monitor and evaluate its policies, practices, and procedures.