

### Tier 3 - Education and Awareness Policy

*Note that all capitalized terms in this document refer to defined terms in the Implementation Guide.*

#### 1. Approval Date

This policy was approved by [INSERT NAME OF APPROVING PERSON/BODY] on [INSERT DATE]. To ensure currency, relevancy, and accountability, this policy shall be reviewed [annually or once every two years].

#### 2. Purpose

2.1 All *Participants* of [INSERT NAME OF SPORT ORGANIZATION] have the reasonable expectation to be in environments where they are treated with dignity and respect, and free from all forms of *Maltreatment* and *Discrimination*. *Maltreatment* and *Discrimination*, in all its forms, is a serious issue that undermines the health, well-being, performance and security of individuals, communities, and society.

Thus, this policy sets in place a culture of education and awareness towards understanding *Maltreatment* and *Discrimination*, committed to advancing a respectful sporting environment for all *Participants*. This policy outlines established practices which support the education, prevention, and awareness of *Maltreatment* and *Discrimination*.

By having this policy in place, [INSERT NAME OF SPORT ORGANIZATION] strives to ensure all *Participants* in a position of trust or authority:

- 2.1.1 Have learned about *Maltreatment* and *Discrimination*;
- 2.1.2 Are proactively preventing *Maltreatment* and *Discrimination* from occurring;
- 2.1.3 Are responding to *Maltreatment* and *Discrimination* when incidents occur; and
- 2.1.4 Are ensuring that *Participants* can identify acts or concerns of *Maltreatment* and *Discrimination*.

2.2 By establishing the Education and Awareness Policy, [INSERT NAME OF SPORT ORGANIZATION] fulfills its commitment to safeguard *Minors* and *Participants* it serves.

#### 3. Authority and Scope

3.1 This policy applies to all persons who are involved in the activities of [INSERT NAME OF SPORT ORGANIZATION], particularly all *Participants* who hold a position of trust or authority. This may include, but is not limited to:

- 3.1.1 Anyone who signed the *Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)* Pledge;
- 3.1.2 Anyone in a position of employment, volunteering, or serves on the Board, with [INSERT NAME OF SPORT ORGANIZATION];
- 3.1.3 Anyone aged 19 or older in a working relationship with [INSERT NAME OF SPORT ORGANIZATION];
- 3.1.4 Parents, legal guardians, and caregivers of *Minor* athletes or *Vulnerable Participants* who participate in sport with [INSERT NAME OF SPORT ORGANIZATION];

- 3.1.5 Any person contracted, subcontracted, or are third-party providers of [INSERT NAME OF SPORT ORGANIZATION] or teams of [INSERT NAME OF SPORT ORGANIZATION] including, but not limited to, athletic trainers, dieticians, and counselors; and
- 3.1.6 Anyone participating in other capacities such as, but not limited to an athlete, a coach or an official, with [INSERT NAME OF SPORT ORGANIZATION].
- 3.2 Under the *UCCMS*, *Minor Participants* are defined as individuals who are under the age of 19 years old. It is at all times the responsibility of the adult *Participant* to know the age of a *Minor*.

#### 4. Interpretation

This policy supplements and should be read in alignment with [INSERT NAME OF SPORT ORGANIZATION]'s by-laws, policies, procedures, codes of conduct, including the *UCCMS*, as well as applicable law.

#### 5. Mandatory Safe Sport Education and/or Training

- 5.1 All *Participants* in a position of trust or authority are required to complete [X] hours of safe sport *Education* and/or *Training* on an annual basis. For a list of accredited safe sport *Education* and/or *Training*, please visit the [Abuse-Free Sport Education Library](#). See Section 7 for more information about the tracking and monitoring of completed *Education* and/or *Training*.
- 5.2 The completion of each *Education* and/or *Training* must be made known to [INSERT NAME OF SPORT ORGANIZATION] for tracking purposes.

#### 6. Accommodations for Education and/or Training

##### 6.1 Persons with Disabilities

- 6.1.1 Any mandatory safe sport *Education* and/or *Training* must be accessible to all *Participants*, including those with temporary or permanent disabilities.
- 6.1.2 In the event that an *Education* and/or *Training* is deemed inaccessible, *Participants* should contact the provider of the *Education* and/or *Training*.

##### 6.2 Exemptions

- 6.2.1 [INSERT NAME OF SPORT ORGANIZATION] acknowledges that *Education* and/or *Training* may reference physical, psychological, and/or sexual *Maltreatment* towards *Minors*, and that completing a training could cause potential distress.
- 6.2.2 To reduce the risk of re-traumatization for individuals who have been affected by *Maltreatment* and/or *Discrimination*, an exemption request can be made to [INSERT NAME OF SPORT ORGANIZATION].
- 6.2.3 Any exemptions from a mandatory safe sport *Education* and/or *Training* requirement does not grant exemption from the *UCCMS* Pledge.

#### 7. Tracking and Monitoring

- 7.1 The following section sets out the organizational requirements for [INSERT NAME OF SPORT ORGANIZATION]'s accountability with the Education and Awareness Policy. Once a *Participant* has fulfilled the annual safe sport *Education* and/or *Training* requirement, all subsequent completions will be tracked.

[INSERT SPORT ORGANIZATION'S LOGO]

- 7.1.1 [INSERT NAME OF SPORT ORGANIZATION] shall have a current record of successful completions for all *Participants* required to take a safe sport *Education* and/or *Training* and shall keep it up to date.
- 7.1.2 [INSERT NAME OF SPORT ORGANIZATION] shall track and document *Participants* in a position of trust or authority who have completed safe sport *Education* and/or *Training* and the *UCCMS* Pledge.
- 7.1.3 [INSERT NAME OF SPORT ORGANIZATION] shall track and document the names of *Minor* athletes, parents, legal guardians, or caregivers, who have completed safe sport *Education* and/or *Training* and the *UCCMS* Pledge.
- 7.1.4 [INSERT NAME OF SPORT ORGANIZATION] shall maintain confidential and reasonable documentation and tracking of accommodations or exemptions made for safe sport *Education* and/or *Training*.

## 8. Useful Resources

- [Abuse-Free Sport Education Library](#)
- [Keeping Kids Safe in Sport](#) by the Canadian Centre for Child Protection
- [Universal Code of Conduct to Prevent and Address Maltreatment in Sport](#) (UCCMS) – Version 7.0
- UCCMS Pledge (Appendix A of the Implementation Guide)