

# CKC Safe Sport Policy – Fall 2020

## Executive Summary

### 1. Approach:

- a. Single CKC community-wide approach to ensure safety of our sport environment for all participants.
- b. Key Pillars: aligned policies including Code of Conduct and Ethics, Complaint Management, Screening, and Education.
- c. 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.

### 2. Updates in Fall 2020:

- i. Continued policy improvements around process and best practices
- ii. Revised timeline for policy alignment/member declarations
- iii. CKC managed screening process
- iv. CAC Module added for Education
- v. Clarity around cost sharing approach

### 3. Aligned Policy including Code of Conduct and Ethics

- a. Aligned policy designed specifically to be adopted at National, Provincial/Territorial and Club level.
- b. Aligned policy ensures a single standard for all members and a standard for all participant behaviour. It also allows for CKC to support implementation of the policy throughout the system, and updates are undertaken by CKC.
- c. Membership with CKC for clubs/PTSOs requires abiding by CKC policies, including Safe Sport Policies. To ensure alignment amongst all members, CKC encourages all Clubs/PTSOs to sign the CKC Member Declaration, and to adopt the Safe Sport Manual at the Board level of each organization by December 1, 2021 to ensure participants across Canada are equally covered by a single and harmonized set of policies.
- d. CKC is actively working with National and Provincial/Territorial partners to work through jurisdictional issues and responding to evolving National

System. Aligned policies allow for more efficient evolution of the system.

- e. The CKC Code of Conduct and Ethics policy integrates the “Universal Code of Conduct to Prevent and Address Maltreatment in Sport” which is a required element for all NSOs by March 31, 2021. It also ensures that there is a standardized Code for our entire sport, an important step.

#### 4. **Complaint Management:**

- a. A single complaint reception process handled by an Independent Safe Sport Officer, who reviews all complaints, and makes a recommendation on (a) if the complaint should proceed, and (b) where it should be dealt with (Club, PTSO/Division or National Level) in our system based on severity of complaint, the relevant jurisdiction involved and if that jurisdiction is free of conflict and holds the capacity to manage the process
- b. The complaint reception process also ensures safety, criminal, mental and physical health and other risk assessments are made independently and confidentially for those that come forward.

#### 5. **Screening:**

- a. Screening policy lays out the 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.
- b. CKC has created an online system through ckcmember.ca through which those requiring screening can submit a screening application to be reviewed by an independent party, who will then clear or flag the screening application. This allows Clubs to remain independent from this process and potential flags to be put to the independent third party conducting the screening for follow up, further protecting an independent process.

#### 6. **Education:**

- a. Required and recommended education included in Screening policy. CAC Safe Sport module (Free) added to policy as an equivalent to Respect in Sport Activity Leaders Training (\$30 Fee, used by Hockey and a number of other sports).

- b. Education through webinars, FAQ documents and ongoing support for membership around what Club/PTSO leaders need to know for implementing policy, as well as education for participants on Code of Conduct (Rule of Two, Social Media directions, Power Imbalance, Risk Management).

## 7. **Cost Sharing Approach:**

- a. CKC will be responsible for costs related to:
  - i. Safe Sport Officer to run independent complaint management, provide recommendations on next steps for a complaint and provide support for implementing the policies at the Club/PTSO level.
  - ii. Investigations, Discipline Chair/Panel process handled at the CKC level. CKC will only be responsible for managing a complaint on behalf of a Club, PTSO/Division if CKC accepts to do so and, where CKC deems necessary and only if a cost-sharing agreement is entered into.
  - iii. Updates to policy for all levels, and on-going education.
  - iv. Screening process including independent third-party reviewer and ckcmember.ca infrastructure for all levels.
  - v. Appeal proceedings held at the CKC level (from PTSO level).
- b. PTSO/Divisions will responsible for costs related to:
  - i. Discipline Chair/Panel proceedings within their jurisdiction.
  - ii. Appeal proceedings held within their jurisdiction (from Club level)
  - iii. Investigations into complaints within their jurisdiction, unless otherwise agreed upon with CKC.
- c. Clubs will responsible for costs related to:
  - i. Discipline Chair/Panel proceedings within their jurisdiction
  - ii. Clubs will not be responsible for the costs of investigations.

**8. Timeline and Next Steps:**

**October** - CKC Board Adoption

**November 12<sup>nd</sup>** - PTSO/Division Leadership Webinar

**November 19<sup>th</sup>** - Club and Member Organization Webinar

**November 26<sup>th</sup>** - Athlete

**December 3<sup>rd</sup>** - Club Webinar - French

**December 1<sup>st</sup>** - Launch Screening Process

**November-December** - CKC Safe Sport Training

**December-April** - Screening, Training and Member Deceleration Support

**March 1<sup>st</sup>** - Club Declaration Target

**April 1<sup>st</sup>** - First Round of Screening and Education Deadline