



Ritmo Gymnastics

SAFE SPORT POLICIES

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1.0 SAFE SPORT POLICY

1.2 DEFINITIONS

The following terms have these meanings in this policy:

“Our Club” – {RITMO GYMNASTICS}

1.3 ORGANIZATIONAL COMMITMENT

Our club is committed to being a leader in providing a safe, healthy, and inclusive gymnastics environment for all individuals. Participants in our programs and activities, including athletes, coaches, judges, sport administrators, parents/guardians, volunteers, and others should be able to engage in a positive sport environment free of abuse, discrimination, and potential harm. As a primarily youth serving organization, Our club has a special responsibility to develop standards and mechanisms to help safeguard the children and youth in its programs and activities; however, it is imperative to safeguard and support the welfare of all participants in order to achieve an optimal Safe Sport environment.

Facilitating a Safe Sport environment is the collective responsibility of all individuals involved in the gymnastics community. Our club adheres to the Safe Sport policies of Gymnastics Saskatchewan, will work collaboratively with our provincial organization to build, advance, and administer Safe Sport policies, education, and advocacy initiatives.

1.4 SAFE SPORT PRINCIPLES

Creating and fostering a Safe Sport environment and culture is paramount in the administration and delivery of all gymnastics programs offered by our club.

Our club will:

- Prioritize the current and future well-being of each participant above all else.
- Act in the best interests of all participants involved in our programs and activities.
- Respect, value, and champion the rights of all individuals in the gymnastics community at all times.
- Engage in behaviors and practices that are ethical, developmentally appropriate, and support the physical, psychological, social, and emotional welfare of participants.
- Actively encourage meaningful inclusion of individuals irrespective of their age, race, color, gender identity or expression, sexual orientation, language, religion, national or social origin, property, physical or developmental abilities, athletic ability, or other status.
- Strive to create joyful, positive, and growth-enhancing sport experiences.

We will cultivate, uphold, live, and measure these Safe Sport principles through:

- Establishment, oversight, and continuous updating of policies, procedures, and best practice guidelines that are robust, clear, and accessible.
- Consistent enforcement of the ensuing policies, procedures, and best practice guidelines.

- Implementation of best practice safeguards, support for prompt identification and reporting of misconduct, as well as confidential, procedurally fair, and timely processes for investigating and resolving allegations of misconduct.
- Provision of educational resources, tools, and initiatives that serve to develop, support, and enhance the knowledge and positive practices of our gymnastics community.
- Active promotion of our Safe Sport commitment throughout our programs, interactions, activities, and events.
- Consistent engagement and open communication with all members of our club’s community.
- Collaboration with our members, as well as public partners to support and advance Safe Sport programs.
- Evaluation of the effectiveness of our club’s Safe Sport Framework and corresponding policies, education, and advocacy initiatives on a periodic basis.

1.5 SCOPE OF POLICY

Our club’s Safe Sport Policy applies to all persons listed below:

- All individuals employed or contracted by our club;
- Our club’s Board of Directors and committees;
- Athletes, coaches, managers, integrated support team members, and judges participating in our club competitions, training camps, programs, and activities;
- Parents, guardians, and spectators observing our club training and competitions;
- Our club’s members;
- Volunteers at events or activities hosted by our club;
- Volunteers appointed to accompany teams to events, training camps, competitions, or other activities

1.6 LINKED POLICIES AND REGULATIONS

Our club’s Safe Sport Policy is an overarching organizational policy that should be read in conjunction with the following policies:

- [Dispute Resolution Policy Suite](#)

1.7 RESPONSIBILITIES

The staff, owners and /or Board of Directors of our club have the responsibility to individually and collectively:

- Embrace our organizational commitment to Safe Sport and corresponding principles outlined in the Safe Sport Policy and consider, monitor and evaluate the Safe Sport principles in the development, approval, and application of programs, policies and procedures.

2.0 CODES OF CONDUCT

As members in good standing of Gymnastics Saskatchewan, our club and members are required to abide by the Code of Conduct of Gymnastics Saskatchewan.

In addition, our members are required to abide by our club's Code of Conduct.

3.0 RULE OF TWO

3.1 THE RULE OF TWO DEFINITION

The Rule of Two is part of a joint collaboration between the Coaches Association of Canada and the Canadian Centre for Ethics in Sport as part of the Responsible Coaching Movement: A Commitment to Ethical Coaching in Canada. The Rule of Two states that there will always be two screened and NCCP trained or certified coaches with an athlete, especially a minor athlete, when in a potentially vulnerable situation. This means that any one-on-one interaction between a coach and an athlete must take place within earshot and view of the second coach, with the exception of medical emergencies. One of the coaches must also be of the same gender as the athlete. Should there be a circumstance where a second screened and NCCP trained or certified coach is not available, a screened volunteer, parent, or adult can be recruited.

This rule serves to protect minor athletes in potentially vulnerable situations by ensuring that more than one adult is present. Vulnerable situations can include closed doors meetings, travel, and training environments amongst others. Organizations must create and implement, policies and procedures, in a sustainable, phased and measurable process, that limit the instances where these situations are possible.

3.2 APPLICATION

Our club is committed to creating a safe environment for all members including coaches, athletes, administrators, volunteers and parents.

Our club makes every effort when financially and logistically feasible to follow the Coaches Association of Canada's Rule of Two policy.

4.0 SAFETY, MEDICAL AND CONCUSSION PROTOCOL

4.1 INTRODUCTION

All athletes have the right to participate in suitable and safe settings. Safety and the physical, psychological and emotional well-being of each individual athlete shall be of primary importance in all our club's programs. All athletes have a right to receive qualified instruction from certified and safety conscious coaches.

4.2 GENERAL SAFETY

Our club will:

- Ensure that a certified coach or adult is present during club training/events.
- Ensure that gymnastics equipment and other facilities are checked for safety on a regular basis including: a daily check of equipment setup patterns and all equipment used that day; a semi-annual check of all cable attachments, floor plates and adjusting devices for signs of wear. Safety checks should be documented by date, noting repairs needed or completed.
- Ensure that emergency action plans are in place for activities, events and competitions.
- Ensure that gymnastics equipment is safe and appropriate for the age and skill level of the participants and competitors.
- Ensure that coaches use appropriate progressions for skill development to ensure that the safety and well-being of their athletes are not compromised and ensure that coaches are not attempting to teach skills which are beyond their own level of training and expertise.
- Ensure that athletes are following training plans suitable for their ages and levels and are not competing skills unless they have been performed many times in training and can be performed safely.
- Take action to bring any safety risk they witness to the attention of an official, qualified coach, or our club's representative.

4.3 MEDICAL

In the event of an emergency every attempt shall be made to contact the parent/guardian of an injured/ill athlete for consent for treatment and for the communication of information. Injured/ill athletes will be provided with caring attention by a team manager, coach, parent or other responsible adult designated by our club until his/her return home or transfer to a health care facility. Should an athlete need to travel home in case of illness or injury, this will be at the athletes' cost.

All athletes requiring prescription medications are responsible to provide our club representative with a list of medications, time and dose to be administered, as well as the reason they are prescribed, unless medications are long standing and are self-administered (for example oral contraceptive). Information

regarding emergency medications and treatments should be provided with detailed instructions and made readily available to our club representative and Emergency Responders.

First Aid certified personnel or First Responders shall be available on site for all competitions hosted by our club.

4.4 CONCUSSION MANAGEMENT PROTOCOL

Our club recognizes that gymnastics activities have an inherent risk of concussion and that sport-related concussions are a significant public health issue. We are committed to providing a safe and healthy environment for participation in our sport. To that end, we will follow the Concussion Management Protocol as dictated by Gymnastics Saskatchewan.

5.0 SCREENING POLICIES

5.1 WHAT IS SCREENING?

Screening is a multi-step process to assess individuals who are in positions of trust or authority over athletes, both able-bodied and vulnerable. It also is a process to assess the backgrounds and qualifications of those who have access to finances. More than just a police records check – screening is an ongoing 10 step process to help protect our club, and to help ensure the credibility of volunteers and staff.

5.2 WHY SCREEN?

Our club has a duty of care to safeguard members against suspected or known abuse, neglect or unsafe practices, as outlined in the Child and Family Services Act. Participant protection is morally, ethically and legally necessary in order to reduce the risk of harm to vulnerable participants our club activities. Screening is also a part of sound financial management and good human resources management, ensuring people are in positions best suited to them.

Our club will follow the screening guidelines as directed by Gymnastics Saskatchewan and Gymnastics Canada.

5.3 CLUB PROGRAMS

Our club requires enhanced police record checks, to include vulnerable sector checks from the following individuals every three years:

- All staff, coaches, team managers and chaperones travelling with/participating with a club program.
- Any other individuals rated medium or low risk may be screened at the discretion/request of our club's Board of Directors.

Cost for screening as above will be at the individual's expense.

All criminal record checks that indicate a criminal code conviction for a relevant offence shall be reported/forwarded to the CEO of Gym Sask. Relevant offenses are: fraud, embezzlement, theft, assault, sexual assault, sexual misconduct, pornography, stalking and drug offences.

5.4 POLICE RECORD CHECKS

A Police Record Check/Vulnerable Sector Check/Enhanced Record Check will be valid for a period of 3 years from date of issue, unless information is presented which shows that there are reasonable grounds for another police record check to be required.

OUR CLUB MAY:

Refuse to hire a staff person or appoint a manager, chaperone, coach, or volunteer who does not consent/agree to screening, and/or who does not cooperate in providing further information pertaining to the nature and circumstances of a criminal conviction.

Refuse to hire a staff person or appoint a manager, chaperone, coach or volunteer who has a conviction for, or has been found guilty of a relevant offense.

Suspend without compensation, dismiss or reassign the duties and responsibilities of any staff person, manager, chaperone, coach or volunteer as a result of a pending investigation or a criminal conviction for a relevant offense.

Suspend without compensation, or dismiss a staff person, manager, chaperone, coach or volunteer who does not cooperate in providing further information pertaining to the nature and circumstances of a criminal conviction.

To dismiss any staff person, manager, chaperone, coach or volunteer who has or receives a conviction for, or is found guilty of, a relevant offense.

Our club shall keep the results of criminal record checks confidential unless such disclosure:

- is required by law
- is necessary for a disciplinary proceeding or prosecution of a claim against the individual
- is required as per our club's membership eligibility requirements with Gym Sask or Gymnastics Canada
- is in the best interest of the public or our club, Gym Sask and/or Gymnastics Canada
- is in response to a reference check by other sports clubs, sports organizations or any other person whose membership or association may be affected by the person's criminal record.

All criminal record checks that do not indicate a criminal code conviction for a relevant offence shall be kept confidential.

6.0 EQUITY AND INCLUSION

Any member (athlete, coach, staff, manager, official, volunteer or other persons) who identifies as gender and/or sexually diverse may participate fully and safely in our club's activities. This includes but is not limited to those who are, or who are perceived as lesbian, gay, bisexual, transgender, transsexual, two-spirit, queer or questioning.

All members, regardless of gender identity, shall have the opportunity to participate in gymnastics activities in a safe, respectful, inclusive and non-judgmental environment.

Any transgender athlete may participate fully in sex-separated gymnastics activities in accordance with his/her lived gender identity. Any athlete who identifies as unspecified must choose the gender with which they will participate.

7.0 ABUSE, HARASSMENT AND DISCRIMINATION

7.1 ORGANIZATIONAL COMMITMENT

All participants should be able to engage in a safe, healthy, and inclusive sport environment that is free from all forms of abuse, discrimination, harassment, violence, and other potential harm. Creating and fostering this environment and culture is paramount to the administration and delivery of all gymnastics programs in Saskatchewan. Promoting, establishing, and maintaining this positive environment is the collective responsibility of each individual member of the gymnastics community. This means not engaging in, allowing, condoning, or ignoring behaviour that violates this Policy.

Therefore, it is the expectation of our club that participant conduct will always reflect the highest standard of behaviour. Our club considers abuse, discrimination, harassment, and violence a very serious offence. Contravention of this Policy will be subject to review, investigation, and disciplinary and remedial action. Contravention may also result in our club contacting law enforcement officials or taking legal action where necessary. The following Policy describes various offences and types of unacceptable behaviour and should be read in conjunction with the ***Code of Conduct***.

7.2 SCOPE OF POLICY

Our club's ***Abuse, Harassment, and Discrimination Policy*** applies to:

- All full-time and part-time employees (permanent, temporary, or fixed-term) of our club and all consultants, contractors, and other service providers who may provide services to our club;
- Our club's Board of Directors and committees;
- Athletes, coaches, managers, integrated support team members, judges, and technical observers participating in our club's competitions, training camps, tryouts, programs, and activities;
- Parents, guardians, and spectators observing or participating in our club's events and competitions;

All members of our club, including;

- Volunteers at events hosted by our club;

- Volunteers appointed to accompany teams to events, training camps, competitions, or other activities;

7.3 ABUSE AND MALTREATMENT

(Adapted from Stirling, 2009; Canadian Centre for Child Protection's Commit to Kids) Abuse and maltreatment tend to be categorized based on the nature of the relationship in which the behaviour occurs. Specifically, physical abuse, emotional abuse, sexual abuse, and neglect tend to occur in a critical relationship, in which an individual is dependent upon another individual in a position of authority or trust for safety, trust, and fulfillment of needs. The descriptions below provide broad definitional parameters of the various types of abuse and maltreatment that may occur in the sport environment. The subsequent examples are used to help differentiate between behaviours but should not be taken as an exhaustive list.

- Physical Abuse
- Emotional Abuse
- Sexual Abuse
- Neglect
- Harassment
- Bullying
- Hazing

7.4 DISCRIMINATION

Discrimination is unfair or improper behaviour, whether intentional or not, that results in differential treatment of one or more individuals and that is related to one or more of any grounds of discrimination prohibited by human rights legislation, including but not limited to:

- race or perceived race
- ancestry, citizenship, nationality or national origin, place of origin, color, ethnic or linguistic background or origin, including aboriginal origin
- religion, or creed, or religious belief, association or activity
- political belief, association, convictions, or activity
- age
- sex, including sex-determined characteristics such as pregnancy, the possibility of pregnancy, and circumstances related to pregnancy
- sexual orientation
- gender identity and gender expression
- marital status (including single status), family status, civil status, family association
- social condition or disadvantage
- physical or mental disability, or related characteristics or circumstances, including reliance on a service animal, a wheelchair, or any other remedial appliance or device, as well as disfigurement and any irrational fear of contracting an illness or disease
- criminal charges or criminal record
- source of income or receipt of public assistance
- actual or presumed association with another individual or class of individuals having any of the aforementioned prohibited grounds of discrimination

Examples of conduct that may be considered discrimination include but are not limited to the following:

- stereotyping (assuming that an individual has certain traits, qualities, or beliefs)
- racial, ethnic, or religious jokes, slurs, nicknames, or mimicry
- practical jokes that cause awkwardness or embarrassment
- persisting with comments or jokes after becoming aware that the behavior is unwelcome
- offering or withholding favors or employment benefits such as promotions, favorable evaluations, favorable assigned duties or shifts, conditioned on or related to a characteristic protected under any prohibited ground of discrimination

7.5 COMPLAINTS

An individual who believes they have experienced maltreatment or witnessed misconduct that contravenes this Policy has the right and obligation to file a formal complaint under our club's **Dispute Resolution Policies**.

If you have reasonable suspicion or believe that danger or violence are imminent or that a participant is in immediate danger or risk and/or is a victim of any form of abuse or neglect, you should:

- do nothing to put yourself in further risk;
- help the participant withdraw from the situation, if possible;
- inform others nearby of the situation, if possible;
- call 9-1-1 immediately where the situation requires immediate attention; and
- report the situation pursuant to the Dispute Resolution Policies.

7.6 REPRISAL PROHIBITED

Under no circumstances will our club condone acts of retaliation by registered participants, by parents or legal guardians, or other supporters of registered participants against those individuals who have reported inappropriate behaviour or actions to our club. Similarly, no individual may retaliate against an individual who is accused of having acted inappropriately and contravened any policies. All participants are to report complaints under the Complaints and Discipline Policy and Procedures. Any individual who believes that they, or someone else, has been subjected to unlawful reprisal must promptly report those concerns to our club.

8.0 ANTI-DOPING

Our club, in accordance with Sport Canada and Gymnastics Canada (GCG) policies, adheres to the Canadian Anti-Doping Program (CADP) which is in compliance with the World Anti-Doping Code. The CADP is administered by the Canadian Centre for Ethics in Sport (CCES).