

SAFE SPORT SUMMIT JURISDICTION REPORT – ALBERTA



SAFE SPORT SUMMITS

In March and April 2019, the Coaching Association of Canada (“CAC”) collaborated with partners in the sport system to host a series of twelve provincial and territorial safe sport summits. A list of the dates and locations of the summits is provided as **Appendix A**. The main intent of the summits was for stakeholders in Canadian sport to:

1. Create an initial Pan Canadian snapshot on core safe sport principles
2. Review the definitions of harassment and abuse and highlights of research
3. Gauge support for a harmonized code and harmonized sanctions (focused on ‘egregious behaviours’) and for four elements of the 2009 Code of Prohibited Conduct
4. Provide input on key jurisdiction-specific issues, best practices, and considerations for a Pan Canadian harmonized code

Representatives from provincial/territorial organizations, clubs, recreational organizations, facilities, and municipalities were invited to attend the summits. The CAC connected with jurisdictional hosts in each province and territory to reach out to sport participants, athletes, coaches, officials, and other volunteers. When inviting individuals to attend the summit, the CAC supported the partners to engage with child protection agencies and members of under-represented groups including women, people with disabilities, the LGBTQ+ community, and indigenous peoples.

The length and format of each of the twelve summits was similar. Following introductory speeches from the jurisdiction as well as from the CAC, the facilitator led the attendees in a discussion that centred on two documents published by the Canadian Centre from Ethics in Sport (“CCES”) in 2009. Excerpts from these two documents, the [Policy on Prohibited Conduct in Sport](#) and the [Code for Prohibited Conduct in Sport](#), were debated by attendees.

Following a break, the facilitator introduced six questions to be discussed by the attendees in small groups. The questions were:

1. Identify 1-2 priority areas of significant risk for athletes/participants
2. Focused at the club level, suggest how to effectively “on-board” new coaches, administrators and volunteers to engrain safe sport practices
3. Focused on your organization, what are 1-2 current best practices regarding safe sport?
4. Focused on your organization, what are the 1-2 biggest gaps regarding safe sport?
5. What would hold you back from committing to a harmonized code?
6. What 1-2 capacity issues do we need to keep in mind as we move forward with safe sport

practices?

After the discussion, the facilitator reviewed responses to each of the six questions with the entire group. The summit then concluded with a wrap-up speech from a CAC representative.

A summary report from each summit was prepared and distributed to the attendees from that summit. These jurisdictional reports were integrated into a larger, national report that was published prior to the National Safe Sport Summit that was held on May 8-9, 2019 in Ottawa.

ALBERTA SUMMIT

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The Safe Sport Summit – Alberta was hosted on April 1st in Edmonton and was attended in-person by 73 people who represented nine different roles in 46 different organizations. Attendees identified their primary role when registering for the summit, but a significant number of individuals indicated that they have held many positions in their sporting careers, including athlete, Olympian, Paralympian, coach, official and administrator. A list of organizations and groups that were represented at the Alberta Summit is provided as **Appendix B**.

Opening Remarks

The summit was opened by a speech from Erica Wiebe, 2016 gold medal-winning Canadian Olympian, who spoke about the importance of the safe sport initiative.

Following Ms. Wiebe, facilitator Nora Sheffe reviewed the summit’s four main objectives and the eventual output for the national summit series. She noted that the summit would be conducted under the ‘Chatham House Rule’ which meant that the summit is a space where attendees can share and discuss information and raise questions without having their opinions or positions attributed to them. This report does not identify attendees (other than invited speakers) by their names.

The CAC’s Chief Executive Officer, Lorraine Lafrenière, then provided framing for the gathering and noted that these are just the first steps on the journey. She spoke about the purpose of the summit and noted that the attendees would be focusing on egregious behaviours, particularly sexual offenses between coaches and athletes. She then shared statistics from the February 2019 CBC [investigative report](#) that revealed 222 individuals involved in amateur sport in the past 20 years had been convicted of sexual offences. Ms. Lafrenière also referenced the *Red Deer Declaration For the Prevention of Harassment, Abuse and Discrimination in Sport* (**Appendix C**) and highlighted the national commitment to positive change.

Ms. Lafrenière noted that sport in Canada does not have a common or standard manner for addressing instances of abuse or athlete maltreatment. This lack of standardization presents a variety of challenges. For example, national federations may not be aware of abuse committed at the club level and a coach sanctioned in one province can move to another province and resume coaching. She stressed the need for all sport stakeholders to leave Canadian sport in a better place than when they

found it.

Expert Presentations

Ms. Lafrenière introduced a video speech by Allison Forsyth, Canadian Olympian and current member of AthletesCAN's Board of Directors, who spoke in person on March 6th at the Safe Sport Summit in Toronto. Ms. Forsyth's speech described her personal experiences with athlete maltreatment in the 1990s.

She spoke about an athlete's mindset and how the closeness of the coach-athlete relationship can make an athlete 'easy prey' for those who would do them harm. She also explained how the normalized behaviours in some sports would cross an abusive or sexual line in other contexts and how predators find a way to make the victim feel like they are at fault.

Mindset of an athlete <ul style="list-style-type: none">• Goals and dreams• Vulnerable• Intimacy of relationships• Abnormal lifestyle	Sport environment <ul style="list-style-type: none">• Extensive travel• Normalization of sexual behaviour and cultural abusive behaviour• Male/female ratio distorted (men in power)• Competition between athletes – jockeying for positions
Leads to: <ul style="list-style-type: none">• Easy manipulation and taking advantage• Culturally acceptable and unhealthy 'norms'• Athletes being easy prey	

Ms. Forsyth explained that criminal prosecution of maltreatment (a lengthy, challenging process that requires hard facts and evidence) is not always achievable. A detailed Code of Conduct, plus a neutral and unbiased place to report incidents, is an important deterrent for maltreatment behaviour. Otherwise, the abusive situation that has been developed can persist.

Situation <ul style="list-style-type: none">• Favouritism• Grooming• Isolation• Complicity	Lack of reporting <ul style="list-style-type: none">• Guilt, shame, judgement, embarrassment• Complicity• Lack of belief in retribution• Funding pressure• No safe or unbiased place to report• Lack of females on staff• Being ostracized by team
Leads to: <ul style="list-style-type: none">• Athletes feel trapped with no way out and no one to trust• Us vs. Them attitude (athlete vs. administration)• Vicious cycle of maltreatment in sport	

After the video of Ms. Forsyth's speech, Ms. Lafrenière presented a video of Dr. Gretchen Kerr from the University of Toronto who also spoke in-person on March 6th. Dr. Kerr's presentation described the

definitions of abuse and neglect and four important lessons she has learned from her 30+ years of research in this area. A handout of Dr. Kerr's definitions is provided as **Appendix D**.

Dr. Kerr found the following:

- All forms of abuse and neglect occur in sport: no sport is immune
- Psychological abuse is the most commonly experienced form of abuse
- Athletes need a safe, confidential place to report concerns and access support
- Need a systems approach to prevention and intervention

The video presentation also highlighted statements from Canadian athletes who have experienced sexual abuse, psychological abuse, physical abuse, and neglect.

Ms. Lafrenière then introduced a chart from the Canadian Centre for Child Protection that describes the age of consent in Canada:

Child's Age	Can Child Consent?
Under 12 years	NO. No person under 12 is able to consent to sexual activity under any circumstance.
12 or 13 years	SOMETIMES. Only if age difference is LESS THAN 2 years and the child is able to give consent*
14 or 15 years	SOMETIMES. Only if age difference is LESS THAN 5 years* and there is no power relationship
16 years +	YES. But there are exceptions (e.g., no power relationship)
18 years old	YES. The age of protection in Canada is generally 16 years old, but the Criminal Code increases that age to 18 in the context of certain relationships.

The chart helps clarify that athletes under the age of eighteen cannot consent to sexual activity with their coach because of the power relationship. The CAC and the Canadian Centre for Child Protection are partners in the delivery of the [Commit to Kids](#) online training for coaches.

Policy and Code for Prohibited Conduct

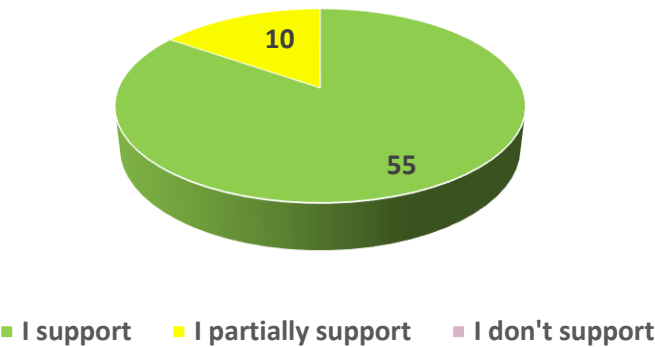
Facilitator Nora Sheffe spoke about the background of the 2009 Policy and Code for Prohibited Conduct that was prepared by the CCES. Ms. Sheffe compared the idea of a 'harmonized code' to the rules for indoor swimming pools. Regardless of the location and jurisdiction of the swimming pool (e.g., hotels, municipalities, clubs) there are always a set of standards that are always applicable (e.g., no running on deck, no diving in the shallow end, no glass bottles, etc.).

Ms. Sheffe also compared the idea of ‘harmonized sanctions’ to Canada’s Anti-Doping Program (CADP). An infraction of the CADP in two different jurisdictions or in two different sports will result in the same sanctions.

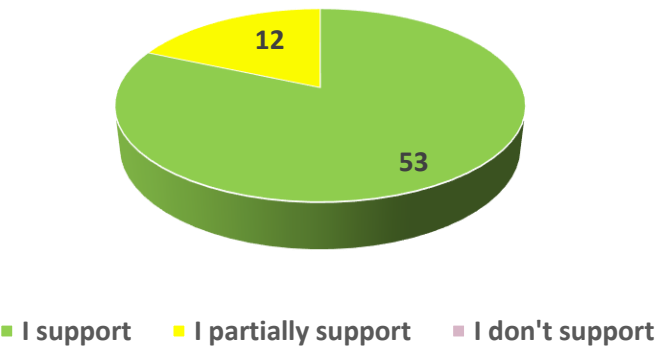
Support For Harmonized Code and Sanctions

The group responded to the first two poll questions:

- To what level do you support a harmonized code of conduct?



- What is your level of support for harmonized sanctions?



The poll results indicated strong support for both a harmonized code of conduct and harmonized sanctions.

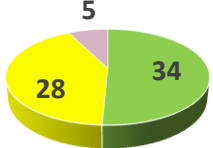
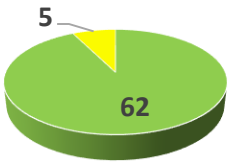
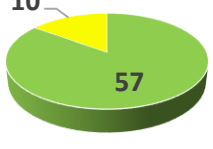
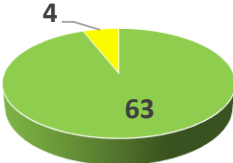
Support for Policy and Code Excerpts

Participants were provided with a handout that listed four excerpts from the 2009 [Policy on Prohibited Conduct in Sport](#) and the [Code for Prohibited Conduct in Sport](#) that were developed by the CCES in conjunction with the Coaches of Canada (which has since merged with the CAC). Attendees were asked to discuss the excerpts at their table and enter comments onto the handout.

Following the first Safe Sport Summit in Ontario, the 'intent' of each excerpt of the Code was added to the handout provided to the attendees in order to assist with their understanding. A full list of transcribed suggestions, plus the text of the 'intent' of each section, is provided as **Appendix E**.

Attendees were invited to speak to the group about the discussion at their table and were then asked to rate their support for each of the four excerpts using an online polling system. Poll results are provided on the following page.

Poll results and suggestions indicated that full support for the first excerpt (prohibitions against relationships where there is a significant imbalance of power) was limited to just over half of the attendees.

Prohibited Conduct – Original Text	Support
<p>The Individual shall not have sexual relations, or sexual intimacy of any description, with any other Individual, with any athlete the Individual is coaching or with any other sport participant the Individual has access to in the sport environment if the other Individual, the athlete being coached or the sport participant is 18 years of age or older and if there exists a significant imbalance of power with respect to the relationship between the other Individual, the athlete being coached or the sport participant and the Individual which could reasonably jeopardize effective decision making regarding the existence or the nature of the sexual relations or sexual intimacy with the Individual.</p>	 <p>■ I support ■ I partially support ■ I don't support</p>
<p>The Individual shall not have sexual relations, or sexual intimacy of any description, with any athlete the Individual is coaching, with any other sport participant the Individual has access to in the sport environment or with any other Individual if the athlete being coached, the other sport participant or the other Individual are under the age of 18. With respect to the Individual's relationship with the other sport participant and the other Individual, they must each be subject, directly or indirectly, to the authority of the Individual for this section to apply.</p>	 <p>■ I support ■ I partially support ■ I don't support</p>
<p>The Individual shall refrain from all types of sexual misconduct in the sport environment. Age is not relevant to allegations of sexual misconduct. For the purposes of the Code, sexual misconduct shall include either or both of the following:</p> <ul style="list-style-type: none"> a) the use of power or authority in an attempt, successful or not, to coerce another person to engage in or tolerate sexual activity. Such abuses of power and authority include, but are not limited to, explicit or implicit threats of reprisals for non-compliance or promises of reward for compliance; b) engaging in deliberate or repeated unsolicited sexually oriented comments, anecdotes, gestures or touching, that: <ul style="list-style-type: none"> i. are offensive and unwelcome, or ii. create an offensive, hostile or intimidating environment, or iii. can reasonably be expected to be harmful to participants in the sport environment. 	 <p>■ I support ■ I partially support ■ I don't support</p>
<p>The following Criminal Code of Canada convictions are fundamentally inconsistent with the Individual's continued involvement with athletes and sport participants. Proof of the Individual's conviction for any of the following Criminal Code of Canada offences, whenever obtained, shall be a breach of this Code:</p> <ul style="list-style-type: none"> a) Any offences involving child pornography b) Any sexual offences involving a minor c) Any offence of assault involving a minor d) Any offence of physical or psychological violence involving a minor 	 <p>■ I support ■ I partially support ■ I don't support</p>

Priorities and Gaps

Following a break, Ms. Sheffe spoke about how there are different codes of conduct in organizations and some organizations have no code at all. The group then discussed 6 questions related to risk and to the current status and implementation of a harmonized code. Volunteers led an aggregate discussion of each question.

Identify 1-2 priority areas of significant risk for athletes/participants

- Education – lack of awareness and education (what is safe sport?), orientation, nowhere to disclose or report
- Sport culture – accepting inappropriate culture, accepted norms, performance expectations
- Fear of repercussions – reputation, whistleblowers, loss of funding
- Power imbalance
- Tracking – lack of a national database to track offenders
- Social media – use and lack of guidelines
- Travel – accessibility

Focused at the club level, suggest how to effectively “on-board” new coaches, administrators and volunteers to engrain safe sport practices

- Standards and expectations - changing the expectations of parents and consumers of sport, setting the standard for what people should expect
- Education – commitment to on-going education
- Shared messaging – normalizing communication about safe sport

Focused on your organization, what are 1-2 current best practices regarding safe sport?

- Governance
- Standardized education
- Reporting mechanisms and transparency
- Proof of accountability

Focused on your organization, what are the 1-2 biggest gaps regarding safe sport?

- Education – what is acceptable and what is not, for all sport stakeholders, what is needed for safe sport?
- Capacity – funding, human resources, time, how to deliver on education component, how to make a priority at all levels, enforcement and compliance
- Policy – disclosure, role of parent

What would hold you back from committing to a harmonized code?

- Multi-sectorial leadership
- Establish due process that addresses capacity and implementation issues, experienced by all sport stakeholders
- Capacity – human resources, financial, educational

What 1-2 capacity issues do we need to keep in mind as we move forward with safe sport practices?

- Administration – shared services are non-existent, development of resources
- Money
- Managing and monitoring – responsibility, process, clear procedures
- Partnership – buy-in, standardization

- Technical expertise – access

Wrap-Up and Themes

Following a group discussion about the priorities and gaps, Ms. Lafrenière discussed the [Canadian Sport Helpline](#) that was recently launched by the Sport Dispute Resolution Centre of Canada (SDRCC) with funding from the Government of Canada. She described the features of the initiative and how it works together with sport organizations' existing procedures.

The summit concluded with an address by Ms. Lafrenière who reflected on the presentations by Ms. Wiebe and Ms. Forsyth and spoke about the building momentum of the initiative. Ms. Lafrenière also discussed how it is not easy to identify 'good people' from 'bad people' and showed an image of a smiling coach who was recently found guilty of sexual assault. Ms. Lafrenière highlighted the importance of positive imagery for coaches and encouraged organizations in attendance to document and display their adherence to the Rule of Two and their commitment to safe sport.

Each summit report includes themes and takeaways from each jurisdiction. The themes below are representative of the results from the stakeholders in attendance:

1. Education. What is safe sport? How can we make 'safe sport' into the standard expectation across the country?
2. Capacity. How are we going to educate people? We need money, time, and human resources.
3. Position of Power. How is this defined? Does this include consensual/existing relationships or situations where the athlete has the balance of power (e.g., captain to rookie)?

Appendix A – Safe Sport Summits

March 6th: Toronto, Ontario
March 11th: Vancouver, British Columbia
March 20th: Winnipeg, Manitoba
March 27th: Halifax, Nova Scotia
March 28th: Moncton, New Brunswick
March 29th: Charlottetown, PEI
March 30th: St John's, Newfoundland and Labrador
April 1st: Edmonton, Alberta
April 3rd: Whitehorse, Yukon
April 5th: Yellowknife, Northwest Territories
April 11th: Iqaluit, Nunavut
April 24th: Montreal, Quebec
Saskatchewan*

May 8th-9th: Ottawa, Ontario (National Summit)

*A safe sport summit was not held in Saskatchewan. Saskatchewan has a unique approach to safe sport that requires organizations to adopt province-wide standards for conduct and dispute resolution. The CAC attended a Complaints and Dispute Policy Workshop hosted by Sask Sport and the ADR Institute of Saskatchewan in March 2019. Lessons from this workshop, as well as results from a survey and interviews with stakeholders, contributed to the Saskatchewan Safe Sport Report.

Appendix B – Represented Groups and Organizations

The following organizations were represented at the Alberta Summit:

Alberta 55+ Provincial Games	Boxing Alberta
Alberta Amateur Wrestling Association	Canadian Olympic Committee
Alberta Artistic Swimming	Canadian Sport Institute Calgary
Alberta Basketball	Cross Country Alberta
Alberta Bicycle Association	Darts Alberta
Alberta Cerebral Palsy Sports Association	Edmonton Sport Council
Alberta Colleges Athletic Conference	Field Hockey Alberta
Alberta Curling Federation	Football Alberta
Alberta Federation of Shooting Sports	Hockey Alberta
Alberta Fencing Association	InMotion Network
Alberta Field Hockey Association	KidSport Alberta
Alberta Golf	Recreation & Physical Activity Branch
Alberta Gymnastics	Rhythmic Gymnastics Alberta
Alberta Lacrosse	Ringette Alberta
Alberta Orienteering Association	Rugby Alberta
Alberta Sailing Association	Skate Canada: Alberta-NWT/Nunavut
Alberta Schools' Athletic Association	Softball Alberta
Alberta Sport and Recreation for the Blind	Special Olympics Alberta
Alberta Sport Connection	Sport Calgary
Alberta Sport Development Centre- Calgary	Steadward Centre
Athletics Alberta	Swim Alberta
Badminton Alberta	Tennis Alberta
Bowls Alberta	Triathlon Alberta

Most attendees drew from their experiences as both administrators and participants (e.g., coaches or athletes) in sport. Attendees were asked to identify their current *primary* role in the sport system:

Primary Role	# of Attendees
NSO/PSO/Club Administrator	39
MSO Administrator	18
Athlete	0
Coach	4
Official	0
Child Protection Agency/Service	0
Facility	1
Government	1
University/College	2
Support Staff	5
Other	3
TOTAL	73

Appendix C – Red Deer Declaration

RED DEER DECLARATION For the Prevention of Harassment, Abuse and Discrimination in Sport

We, the Federal, Provincial, and Territorial Ministers responsible for Sport, Physical Activity, and Recreation recognize that:

- Sport participation can have a positive impact on lives and communities, encouraging every person to achieve their potential and benefit from positive health and social outcomes.
- All Canadians have the right to participate in sport in an environment that is safe, welcoming, inclusive, ethical and respectful, and one that protects the dignity, rights and health of all participants.
- Sport must be free from harassment, abuse, unethical behaviour, and discrimination, regardless of sex, gender identity or expression, ethnicity, religion, language, age, sexual orientation, ability, or any other basis.
- Federal, provincial, and territorial governments have a critical role to play in ensuring and sustaining a safe, welcoming, inclusive, and respectful environment that is free from harassment, abuse, and discrimination.
- The sport sector has taken the initiative in recent years to promote a Safe Sport environment for all participants throughout Canada and is seeking leadership and collaboration from governments in its efforts.
- Canadian athletes, who have called on all governments to take action to address significant concerns regarding the safety of participants at all levels, must play a central role in the prevention of harassment, abuse and discrimination in sport.

We, the Federal, Provincial, and Territorial Ministers responsible for Sport, Physical Activity, and Recreation will work together to:

- Reinforce and build on the existing work and commitments to activate the values of the *Canadian Sport Policy, the Framework for Recreation in Canada and the Common Vision for increasing physical activity and reducing sedentary living in Canada*.*
- Foster a collaborative and coordinated relationship with sport organizations, participants, and stakeholders, and engage relevant experts to identify effective approaches to prevent and respond to incidents of harassment, abuse, and discrimination.
- Prioritize collective actions to address harassment, abuse and discrimination and unethical behaviour in sport, while respecting jurisdictional responsibilities.

We, the Federal, Provincial, and Territorial Ministers responsible for Sport, Physical Activity, and Recreation will work together on the following immediate actions:

- Establishing a standing item on safety and integrity in sport, including harassment, abuse and discrimination, on the agenda for ministerial conference calls and meetings for the purpose of reviewing progress of actions, updating priorities, and exploring innovative approaches.
- Implementing a collaborative intergovernmental approach, with better harmonized commitments, mechanisms, principles, and actions to address harassment, abuse, and discrimination in sport in the areas of awareness, policy, prevention, reporting, management, and monitoring.
- Investigating a mechanism to report and monitor incidents of harassment, abuse, and discrimination reported in sport environments in order to inform future decisions and initiatives.

** Although Quebec is not opposed to the principles underlying the Common Vision and the Framework for Recreation, it has its own programs, action plans, objectives and targets for the promotion of physical activity and healthy lifestyles, all areas which are under Quebec's responsibility. The Government of Quebec does not participate in federal, provincial and territorial initiatives in those areas, but agrees to exchange information and best practices with other governments.*

Appendix D – Definitions

DEFINITIONS: ABUSE AND NEGLECT

- World Health Organization (2010): all types of physical and/or emotional ill-treatment, sexual abuse, neglect, negligence and commercial or other exploitation, which results in actual or potential harm to the child's health, survival, development or dignity in the context of a relationship of responsibility, trust, or power.
- Any act or series of acts of commission or omission by a parent or other caregiver (e.g., clergy, coach, teacher, etc.) that results in harm, potential for harm, or threat of harm to a child.

Key features of definitions

- Power imbalance
- Volitional: the behaviour itself is deliberate (as opposed to an accident)
- Focus on Objective Behaviour (not harm incurred or actor's intentions)
- Focus on Potential for Harm: Preventative approach, does the behaviour have the potential to cause harm (physical, psychologically)?
- Pattern of Behaviour required (excluding assault)
- Intention of the adult in the position of trust and authority is irrelevant

DEFINITION: ABUSE

Words or actions that cause harm, potential harm, or threat of harm: Acts of Commission

- Sexual abuse
- Psychological abuse
- Physical abuse

Sexual Abuse

- Any sexual interaction with person(s) of any age that is perpetrated against the victim's will, without consent, or in an aggressive, exploitative, coercive, manipulative, or threatening manner
- Behaviours can be contact or non-contact
- Examples include:
 - Touching
 - Indecent exposure
 - Showing sexually explicit pictures online
 - Sexually-oriented comments or jokes
 - Reward for sexual favours
 - Penetration

Psychological abuse

- "A pattern of deliberate non-contact behaviours by a person within a critical relationship role that has the potential to be harmful"
- Most commonly reported form of abuse experienced by athletes
- Associated with every other form of abuse and is a stand-alone form
- Replicated across various countries and sports

Physical abuse

- Contact or non-contact behaviour that can cause physical harm
- Examples include:
 - Hitting an athlete with sports equipment

- Returning to play prematurely
- Excessive repetition of a skill to the point of injury
- Excessive exercise as a form of punishment

DEFINITION: NEGLECT

Failure to provide for needs or to protect from harm or potential harm: Acts of Omission

- Physical neglect
- Emotional neglect
- Medical neglect
- Education neglect
- Inadequate supervision
- Exposure to unsafe or violent environment

Examples include:

- Withholding, recommending against or denying adequate hydration, nutrition, medical attention, or sleep
- Ignoring and injury or athlete's report of pain
- Knowing about abuse but failing to report
- Denial of non-sport, developmentally valuable experiences

Appendix E – Support for 2009 Policy and Code

General Comments	
Prohibited Conduct – Original Text + Intent	Specific Comments
<p>The Individual shall not have sexual relations, or sexual intimacy of any description, with any other <i>Individual</i>, with any athlete the Individual is coaching or with any other sport participant the Individual has access to in the sport environment if the other <i>Individual</i>, the athlete being coached or the sport participant is 18 years of age or older and if there exists a significant imbalance of power with respect to the relationship between the other <i>Individual</i>, the athlete being coached or the sport participant and the Individual which could reasonably jeopardize effective decision making regarding the existence or the nature of the sexual relations or sexual intimacy with the Individual.</p> <p>Code Intent:</p> <ul style="list-style-type: none"> Individuals (such as coaches) may not have sexual relations of any kind with athletes (or others in the sport environment) who are 18 years old or older if: <ul style="list-style-type: none"> There is a significant imbalance of power; The individual is in a position of trust; The athlete is being coached by the individual; or There is any possibility the relations were not consensual 	<ul style="list-style-type: none"> - Defining what is sexual intimacy – clarification and what is acceptable and not (predatorial) - What is ‘sport intimacy’ versus ‘sexual intimacy’ - <u>Pattern</u> of inappropriate behaviour - Existing relationship? Partner hires partner - What if it is not high performance – just coaching to increase skills or comfort level? - How is this applied if it is work? - Maybe athlete -> coach? That is, the balance of power may be with the athlete - Can’t maintain both an intimate relationship and a professional relationship - Could this apply between athletes when one is in a position of power? Such as captain to rookie? - Family or pre-existing relatives (e.g., spouse coaching partner’s team after they are married) - Clarification needed on aspects such as marriage/consensual relationships - Clarification needed on ‘sporting environment’ - Identify conflicts of interest / disclosure - Language is difficult - How would this apply to significant others (existing relationships)? - Individuals should include other people than coaches – clarify who others in the sport environment are - Does the term ‘sexual relations’ accurately reflect behaviour that will not be defined by the perpetrator (e.g., massage/rubdown prior to competition – grooming behaviour) - Any ‘imbalance’ seems more appropriate than ‘significant imbalance’

<p>The Individual shall not have sexual relations, or sexual intimacy of any description, with any athlete the Individual is coaching, with any other sport participant the Individual has access to in the sport environment or with any other Individual if the athlete being coached, the other sport participant or the other Individual are under the age of 18. With respect to the Individual's relationship with the other sport participant and the other Individual, they must each be subject, directly or indirectly, to the authority of the Individual for this section to apply.</p> <p>Code Intent</p> <ul style="list-style-type: none"> Individuals (such as coaches) who are coaching athletes may not have sexual relations of any kind with athletes (or others in the sport environment) they are coaching who are younger than 18 years old 	<ul style="list-style-type: none"> - Should this be limited to minors or should athletes ever be able to engage in relationships with those they have power over? - Accessible language is required in the actual policy
<p>The Individual shall refrain from all types of sexual misconduct in the sport environment. Age is not relevant to allegations of sexual misconduct. For the purposes of the Code, sexual misconduct shall include either or both of the following:</p> <ol style="list-style-type: none"> the use of power or authority in an attempt, successful or not, to coerce another person to engage in or tolerate sexual activity. Such abuses of power and authority include, but are not limited to, explicit or implicit threats of reprisals for non-compliance or promises of reward for compliance; engaging in deliberate or repeated unsolicited sexually oriented comments, anecdotes, gestures or touching, that: <ol style="list-style-type: none"> are offensive and unwelcome, or create an offensive, hostile or intimidating environment, or can reasonably be expected to be harmful to participants in the sport environment. <p>Code Intent</p> <ul style="list-style-type: none"> Individuals (such as coaches) will not engage in any sexual misconduct with anyone in the sport environment 	<ul style="list-style-type: none"> - Needs to be more specific as it relates to 'sexual misconduct' - What is the sport environment? Online is a new way to communicate

<p>The following Criminal Code of Canada convictions are fundamentally inconsistent with the Individual's continued involvement with athletes and sport participants. Proof of the Individual's conviction for any of the following Criminal Code of Canada offences, whenever obtained, shall be a breach of this Code:</p> <ul style="list-style-type: none"> a) Any offences involving child pornography b) Any sexual offences involving a minor c) Any offence of assault involving a minor d) Any offence of physical or psychological violence involving a minor <p>Code Intent</p> <ul style="list-style-type: none"> • Individuals (such as coaches) are in breach of the Code if they are convicted for Criminal Code offences related to child pornography or any types of violence against minors 	<ul style="list-style-type: none"> - Include definitions of neglect and abuse - Could they be allowed to coach in adult-only leagues? - What about sexual offenses not restricted to minors? - We don't want coaches who have sexual assault charges
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