



CANADIAN **CENTRE**
FOR **ETHICS** IN **SPORT**



coach,ca
REACH HIGHER
VISER PLUS HAUT



**ALBERTA
SPORT**
Connection

iPad

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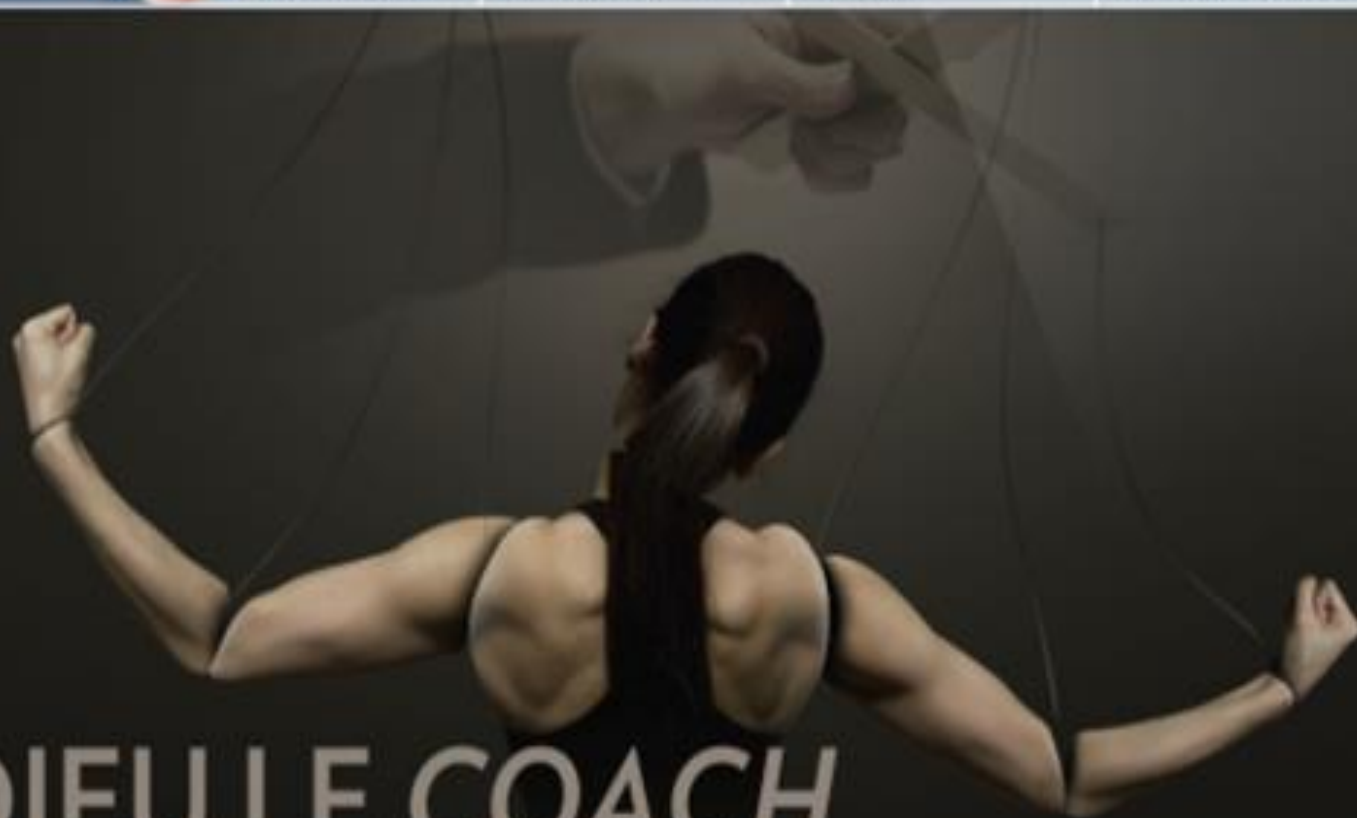
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LA PRESSE



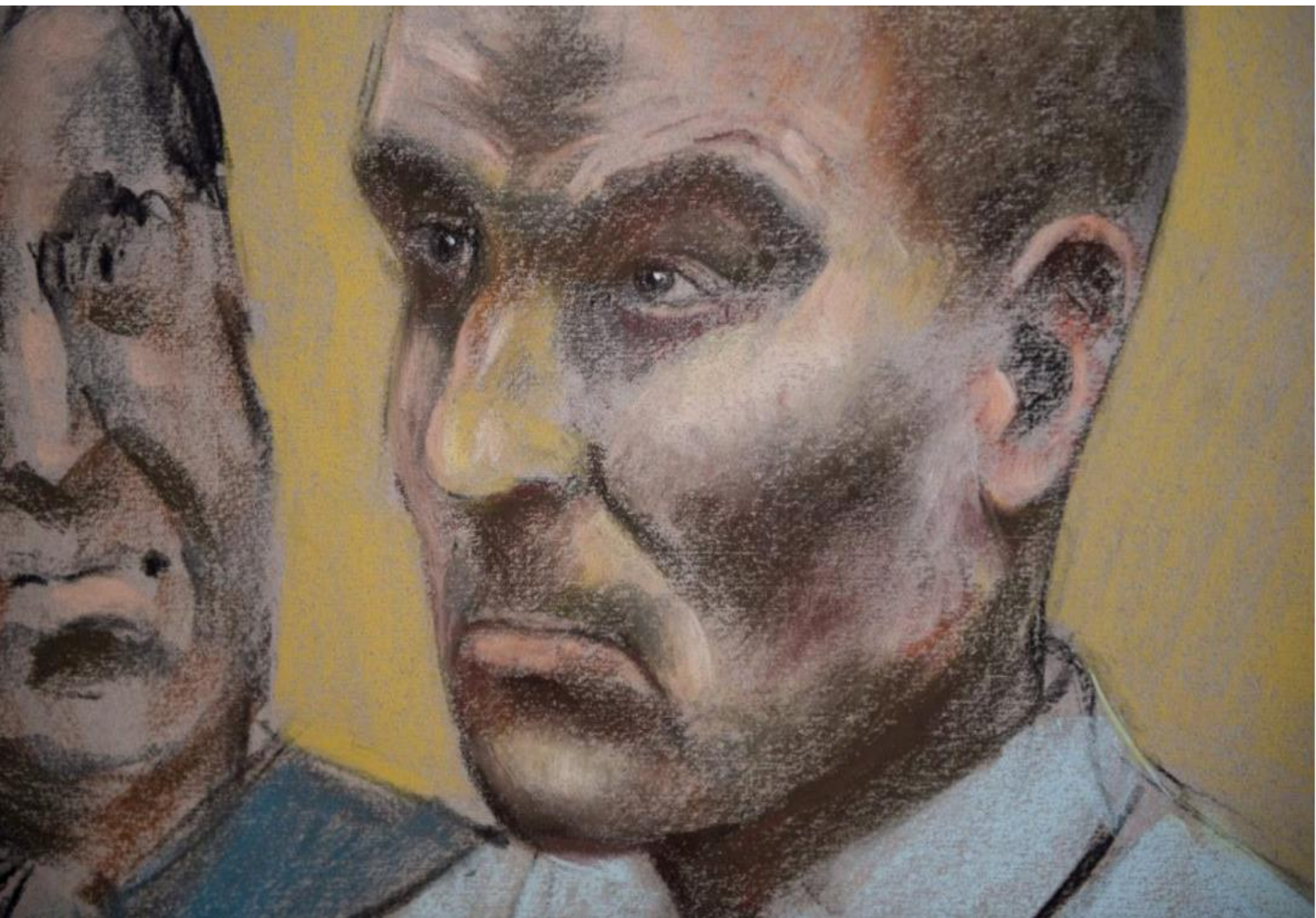
RELATIONS ENTRE COACHS ET ENTRAÎNEURS

DIEU LE COACH

LE MENTOR
DEVIENT AGRESSEURDÉMASQUER
LES AGRESSEURSDES CARRIÈRES
GÂCHÉESRETOUR SUR L'AFFAIRE
BERTRAND CHAREST

DIEU LE COACH

L'ex-entraîneur de l'équipe nationale de ski alpin Bertrand Charest contrôlait la vie de ses skieuses dans les moindres détails. Comme bien des coachs, c'était le « patron », le « roi ». Presque un dieu pour les athlètes et leurs parents, avec un droit de vie ou de mort sur la carrière de ses pupilles. Un pouvoir qui ouvre la porte à de nombreux dérapages, racontent des sportifs qui ont été brutalisés ou agressés durant des années par leur instructeur. UN DOSSIER DE GABRIELLE DUCHAINE





Responsible Coaching Movement

3 Steps to Responsible Coaching:

- 1) Rule of Two
- 2) Screening
- 3) Respect & Ethics Training

Vision 2020

Phase 1 – Minor Athletes



Why should you be a part of this?

- Sports have a legal and ethical responsibility to mitigate risk for athletes, especially minors
- RCM is a proactive means to communicate and act on your commitment to addressing key areas of risk
- The Canadian Sport Policy 2012 recommended that the principle of “values-based” be integrated into all sport-related policies and programs.

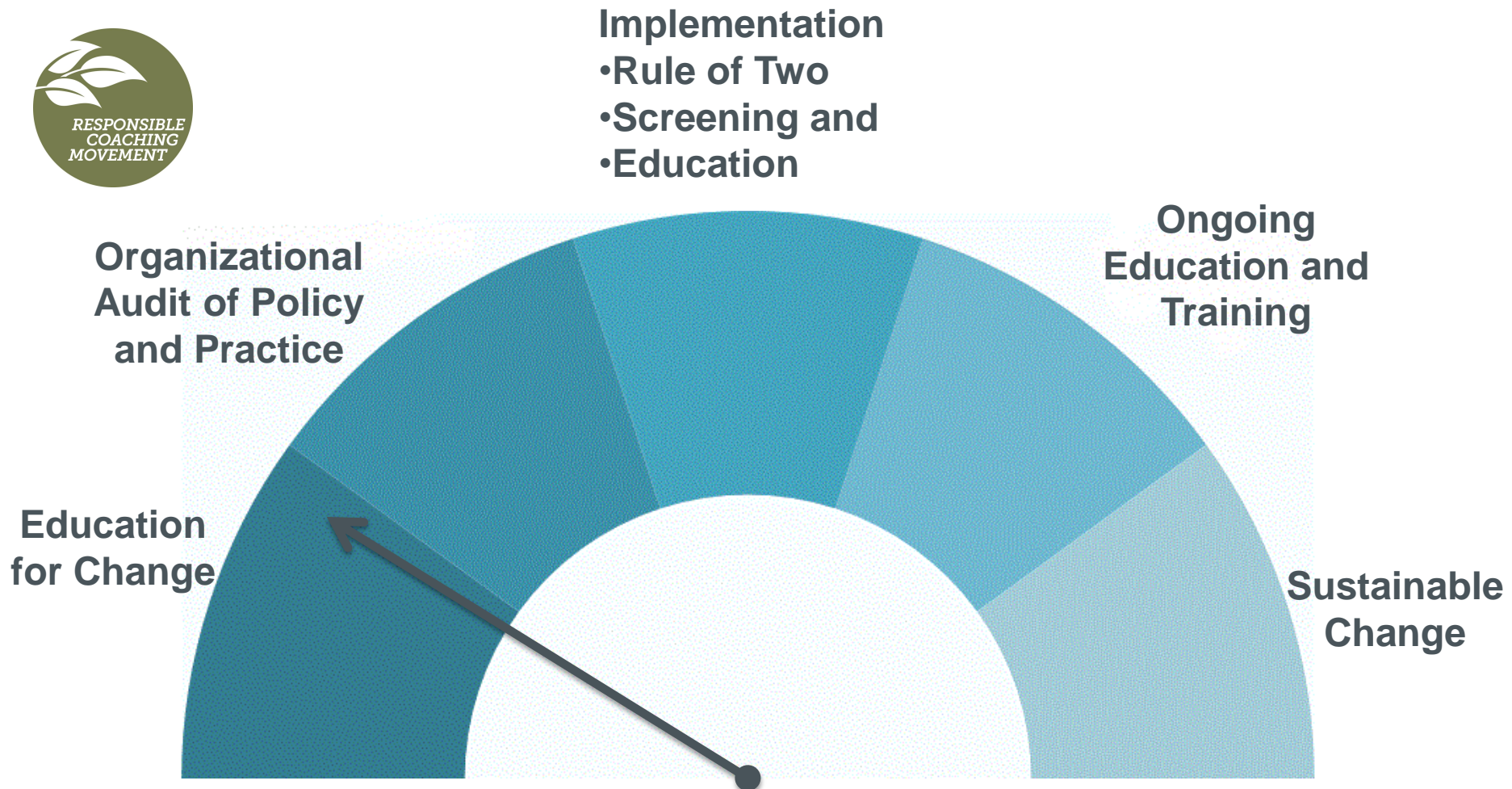
Legal Opinion Summary

- **Vicarious Liability:** Indirect risk resulting in an organization being held responsible for the misconduct of another party because of the relationship that exists between them.
- National Sport Organizations can be held responsible for the misconduct of coaches because of the relationship that exists between them. Case law has also shown vicarious liability based upon volunteer actions.
- Damages awarded for abuse of vulnerable victims are on the rise.
- Failure to take steps to prevent sexual abuse from occurring may lead to vicarious liability. Sport organizations without proper protocols in place may provide an environment in which certain individuals in a position of power (coaches) may have the opportunity to be alone with young athletes.
- Organizations must take steps to avoid potential risks to the community.
- This requirement becomes increasingly important if similar organizations are moving towards best practices that have been shown to reduce risks.
- The Responsible Coaching Movement provides leadership in best practices.

AGE OF CHILD CONSENT (from Canadian Centre for Child Protection)

Child's Age	Can Child Consent?
Under 12 years	NO; No person under 12 is able to consent to sexual activity.
12 or 13 years	SOMETIMES; only if age difference is LESS THAN 2 years*
14 or 15 years	SOMETIMES; only if age difference is LESS THAN 5 years* (No power relationships)
16 years +	YES; BUT there are exceptions. (No power relationships)
18 years old	YES. (No power relationships)

Bridge Gap from Crisis Response to Crisis-free Culture



Responsible Coaching Movement Audit Checklist Template

Each organization is encouraged to review their policies and procedures as a first step towards implementing the RCM



Our Organization has the following Policy/Procedure	Yes	Yes Action Required	Not Yet - Action Required	When			Not yet *projected completion date	Date Completed
				Immediate	Within 1 year	Within 2-3 yrs		
Parental Consent Form		Ensure up to date	Create & use consent form	X				
Code of Conduct Policy		Ensure up to date	Develop & approve policy	X				
Coach Agreement		Ensure up to date	Develop agreement & have all current coaches sign	X				
Athlete Agreement		Ensure up to date	Develop agreement and have all athletes sign	X				
Travel Policy		Ensure up to date	Develop & approve policy		X			
Rule of Two Policy		Ensure up to date	Develop & approve policy *			X		
Conduct annual review of policies & agreements		None	Review all policies & agreements		X			
Use a background screening process for all coaches and volunteers		Ensure alignment with the RCM Background Screening Matrix (link)	Require all coaches & volunteers to provide: <ul style="list-style-type: none"> Application Form Criminal Record Check 	X X				
			Develop a background screening process in alignment with the RCM Background Screening Matrix		X			
Require coaches to take Respect Group or Commit to Kids training or other comparable training		None	Require & support all coaches to take training		X			
Require coaches to take Make Ethical Decisions training		None	Require & support all coaches to take MED training		X			
Require all coaches to be NCCP trained or certified		None	<ul style="list-style-type: none"> Support existing coaches to become NCCP trained or certified Require new coaches to be NCCP trained or certified 			X		
Have a system in place for recognizing, responding to and reporting instances that contravene the spirit or		Regularly review	Develop process for ensuring spirit and practice of Rule of Two is adhered to			X		

Example Excerpt from Code of Conduct (Commit 2 Kids)

- Code of Conduct intend to help establish boundaries between adults/adolescents and children.
- Adults actions must be in reaction to a child's needs not in response to an adult's needs.

Employees/volunteers of our organization must NOT:

- Engage in any activity that goes against (or appears to go against) the organization's mandate, policies, or code of conduct, regardless of whether or not they are serving the organization at that moment
- Make any sort of remark, comment, or joke to/regarding a child that is in any way suggestive, explicit, or overly personal
- Engage in any sort of physical contact with a child that makes the child feel uncomfortable or that violates reasonable boundaries
- Offer the child any 'special' treatment that falls outside of the organization's mandate, or that may (or may appear to) place a child in any sort of risk of exploitation



Background Screening

2. Background Screening

Tools to ensure coaches & volunteers are properly screened may include:

- Comprehensive job postings
- Interviews – right questions
- Reference checks
- Criminal records check
- Specific training for special needs populations

Screening Process may vary depending on the position.

Criminal Record Checks

- 1. Local Police Station** (Vulnerable Sector, E-PIC, CRC)
- 2. Sterling Talent Solutions**
 - Partnership between CAC and Sterling Talent Solutions (Sterling Backcheck)
 - Quick online criminal records (EPIC) check for minimal cost
 - Saves time, reduces paperwork and provides a safe secure storage means for completed EPICs.

Real world examples

- Scouts Canada
 - Significant communication and education of parents done upfront and continuously
 - When parents register their children, they are asked to volunteer to be a Rule of Two buddy
 - Rule of Two is built into the Code of Conduct
 - Children are also educated on Rule of Two
 - Parents now viewing this as a positive aspect of the organization



Rule of Two

Rule of Two Purpose

To protect minor athletes in potentially vulnerable situations by ensuring more than one adult is present.



Rule of Two Defined

- 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.
- 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.
- If screened and NCCP trained or certified coaches are not available, a screened volunteer, parent, or adult can be recruited.
- More information on a safe and inclusive environment:
<http://cces.ca/gender-inclusivity>





Education

Respect & Ethics Training

3. Respect and Ethics Training

Increasing coaches' ethical conduct and ethical behaviour toward athletes requires that coaches be trained to understand what it means to act ethically.

Respect and Ethics Training

Examples include:

- ***Make Ethical Decisions*** module within the National Coaching Certification Program (NCCP)
- ***Respect in Sport***, offered by the Respect Group
- **Empower+**
- Sport organizations may also determine additional standards of ethical behaviour for coaches.



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En français



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Awareness

ONLINE TRAINING



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Helping families. Protecting children.



OPPORTUNITIES FOR PROFESSIONAL DEVELOPMENT

The Canadian Centre for Child Protection now offers a new way to develop child protection knowledge and awareness. Our online training modules allow users to train at their own pace from a computer, tablet or smartphone with access to the Internet.¹

Modules cover diverse topics that give users a more complete understanding of their role in helping to prevent child sexual abuse and exploitation.

<http://www.commit2kids.ca/app/en/>

En Français



Helping Organizations Prevent Child Sexual Abuse

Welcome to the Canadian Centre for Child Protection's Commit to Kids website! The Commit to Kids program is a step-by-step plan to help prevent sexual abuse from happening within child-serving organizations.

PARENTS
enter here

ORGANIZATIONS
enter here

COMMIT TO KIDS IS A PROGRAM OF THE



CANADIAN CENTRE for CHILD PROTECTION*
Helping families. Protecting children.

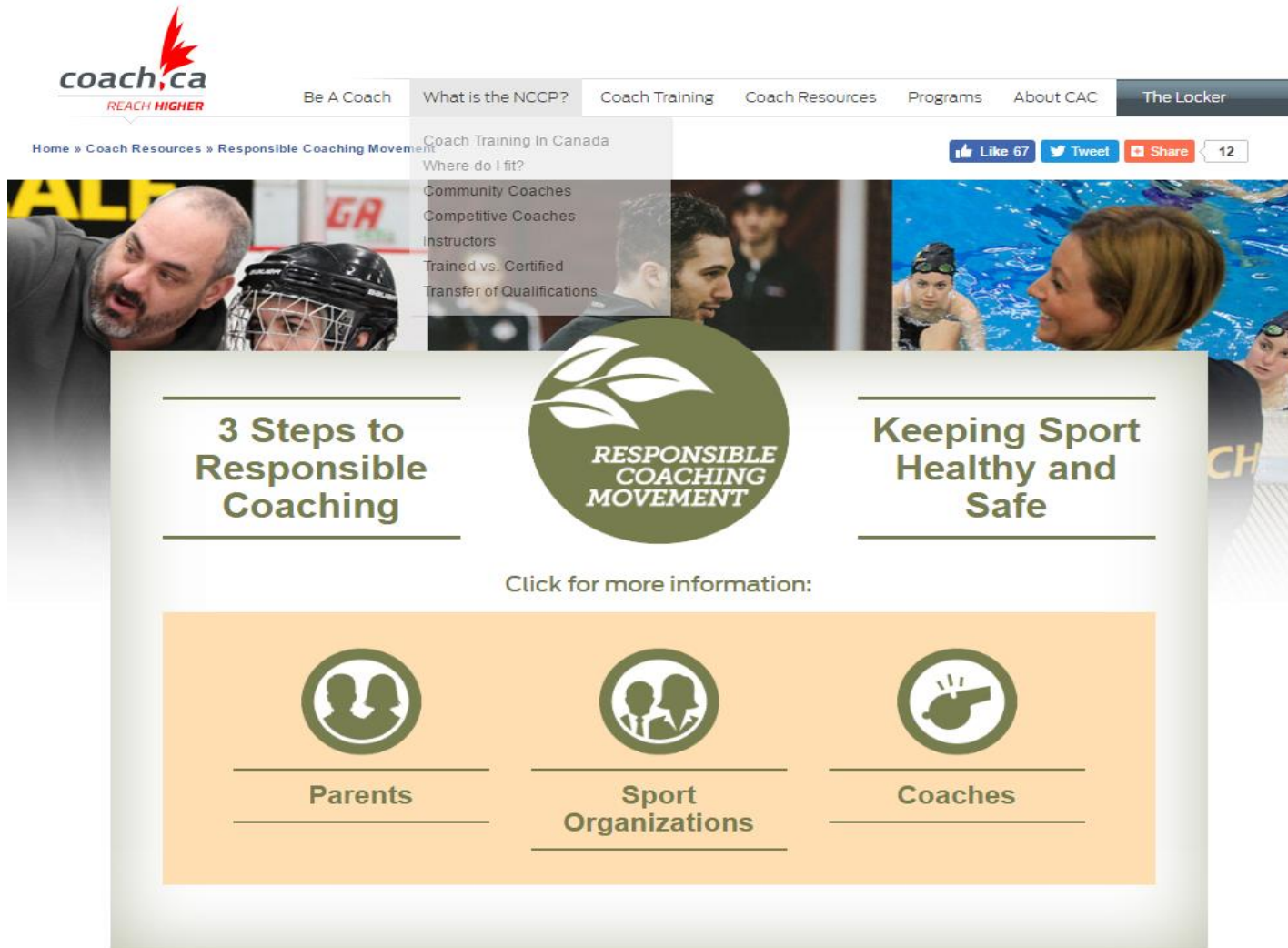
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RCM / MER Take The Pledge!

 <p>CLICK HERE TO TAKE THE PLEDGE</p>	<p>Responsible Coaching Movement Pledge Statement</p> <p><i>Our sport organization pledges to align our practices with Phase 1 of the Responsible Coaching Movement and is committed to ensuring that our athletes and coaches are protected.</i></p>
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**Once you take the pledge we will send you
an EN and FR Marketing**

Responsible Coaching Movement



The screenshot shows the coach.ca website with the 'Responsible Coaching Movement' banner. The banner features the coach.ca logo at the top left, a navigation menu, and a central graphic with the text '3 Steps to Responsible Coaching', 'RESPONSIBLE COACHING MOVEMENT' (with a leaf logo), and 'Keeping Sport Healthy and Safe'. Below this, it says 'Click for more information:' and lists three categories: Parents, Sport Organizations, and Coaches, each with an icon.

coach.ca
REACH HIGHER

Be A Coach | What is the NCCP? | Coach Training | Coach Resources | Programs | About CAC | The Locker

Home » Coach Resources » Responsible Coaching Movement

Coach Training In Canada
Where do I fit?
Community Coaches
Competitive Coaches
Instructors
Trained vs. Certified
Transfer of Qualifications

Like 67 | Tweet | Share 12

3 Steps to Responsible Coaching

RESPONSIBLE COACHING MOVEMENT

Keeping Sport Healthy and Safe

Click for more information:

Parents

Sport Organizations

Coaches

RCM: Partner Communications Support



Responsible Coaching Movement Resources

- **Rule of Two**
 - CAC Rule of two definition
 - CAC code of conduct
 - Scouts Canada code of conduct
 - Scouts Canada Two Scouter Rule
 - Scouts Canada Temporary Suspension and Discipline Procedure
 - Player billeting - Hockey Canada resource package
- **Background Screening**
 - Background Screening Matrix
 - Enhanced Police Information Check (E-PIC) - CAC landing page
 - E-PIC Info Sheet
 - Template screening policy
 - Template screening disclosure form
 - Screening at Volunteer Canada
 - Volunteer Canada screening handbook
 - Sterling Talent Solutions
 - Scouts Canada Volunteer Screening Policy
 - Scouts Canada Screening Interview Guide
- **Respect and Ethics Training**
 - NCCP Make Ethical Decisions
 - NCCP Empower +
 - CCES Gender inclusivity
 - Respect in Sport
 - Homophobia in Sport (CAAWS)
 - CAAWS on Gender Equity
 - You Can Play Project
 - Harassment in Sport Blog Series

Responsible Coaching Digital Campaign

Send to Mobile

Save Changes

Mobile News Feed ▾

2 of 4 < >

Test Page
 Sponsored ·

3 questions to ask your kid's coach.

WHAT TO DO BEFORE THEY MAKE THE TEAM
 coach.ca

Learn More

Like
 Comment
 Share

3 Steps to Responsible Coaching

Keeping sport healthy and safe

For Parents with Children in Sport
 Participation in sports is a great way for children to learn skills, develop fitness habits, and build a solid understanding of teamwork and sportsmanship. It helps youth build confidence, self-esteem, and can foster positive body image development.

 Coaches have a responsibility to provide a safe environment for their athletes. Parents also have a responsibility to ensure that athletes and coaches are acting responsibly.

My name is Pierre Lafontaine.
I'm the CEO of Cycling Canada.

Ask your coach, "Have you have taken the 3 steps to Responsible Coaching?"
 The 3 steps to Responsible Coaching help ensure athletes and coaches benefit fully from sport participation in a safe, healthy, and fun environment.

Rule of Two
Background Screening
Ethics Training

RCM support

How can my organization support the campaign?

- Review the FAQs, key messages, and web materials
- Use and share the communications materials from the marketing kit
- Support the campaign through your social/digital communications
- Sign/support/promote the RCM pledge



questions
importantes
à poser à
l'entraîneur
de votre
enfant.



Important
questions
to ask
your
child's
coach.



Thank you!

Shelley Coolidge

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