



## SAFE SPORT POLICY

### Definitions

1. The following terms have these meanings in this Policy:
  - a. **Participant** – Refers to all categories of individual members and/or registrants defined in the By-laws of Football PEI and its Members who are subject to the policies of Football PEI and its Members, as well as all people employed by, contracted by, or engaged in activities with, Football PEI and its Members including, but not limited to, employees, contractors, athletes, coaches, instructors, officials, volunteers, managers, administrators, parents or guardians, spectators, committee members, and Directors and Officers.
  - b. **Person in Authority** – A Participant who holds a position of authority within Football PEI and its Members including, but not limited to, coaches, managers, support personnel, chaperones, and Directors.

### Purpose

2. This Policy describes how Football PEI and its Members aims to provide a safe sport environment.

### Conduct Standards

3. Football PEI will adopt a *Code of Conduct and Ethics* that describes standards of conduct and behaviour for all Participants. General standards of conduct will apply to all Participants and specific standards will be described for positions within the organization. The *Code of Conduct and Ethics* will have specific sections, including but not limited, to: Athletes, Coaches, Officials, Directors and Committee Members, and Parents and Spectators.
4. The *Code of Conduct and Ethics* will contain detailed definitions of key terms, including: Harassment, Abuse, Bullying, and Hazing:
  - i. Hazing is a form of conduct that exhibits a potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking individual by a more senior individual, which does not contribute to either individual's positive development, but is required to be accepted as part of a team or group, regardless of the junior-ranking individual's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate or group member based on class, number of years on the team or with the group, or ability.

### Anti-Doping

5. The *Code of Conduct and Ethics* will indicate that Football PEI and its Members adopt and adhere to the Canadian Anti-Doping Program.

### Athlete Protection

#### Screening

6. Football PEI will adopt a comprehensive *Screening Policy* that requires some Participants to pass a screening process before being permitted to interact with athletes. The *Screening Policy* will:
  - i. Categorize positions in the organization as 'Low Risk', 'Medium Risk', and 'High Risk' and require progressive screening measures for individuals serving in each category of risk
  - ii. Describe how frequently some Participants must obtain a police records check and which type of check(s) they must obtain
  - iii. Describe how frequently some Participants must submit Screening Disclosure Forms and Screening Renewal Forms
  - iv. Empower a Screening Committee to prohibit Participants who do not pass screening from participating in



certain positions

- v. Empower a Screening Committee to attach conditions to a Participant's participation in certain positions
7. Football PEI will develop an *Athlete Protection Policy* containing guidelines that can be used by coaches, managers, medical personnel, and other persons in authority. Football PEI and its Members may provide training on the guidelines and take steps to ensure the guidelines in the Policy are being implemented. Football PEI will conduct a regular review of the guidelines to add and/or modify new guidelines as appropriate.

#### Resources

8. Football PEI and its Members will regularly provide information to Participants about resources and training related to athlete protection.

#### Athlete Engagement

9. Football PEI will engage with athletes to determine the level of success of their athlete protection measures as well as to identify any gaps or athlete concerns. This engagement may take the form of:
  - i. Anonymous athlete surveys
  - ii. Athlete involvement in organizational decision-making
  - iii. Independently-led athlete outreach consultations

#### Dispute Resolution

10. Football PEI will have a comprehensive suite of dispute resolution policies that will include:
  - i. *Discipline and Complaints Policy*
  - ii. *Appeal Policy*
  - iii. *Alternative Dispute Resolution Policy*
  - iv. *Event Discipline Procedure*
11. Taken together, the suite of dispute resolution policies will include the following features:
  - i. An independent individual to whom complaints can be submitted
  - ii. Sanctions for violations of conduct standards
  - iii. Mechanism for suspension of individuals pending the conclusion of the process
  - iv. Non-biased and experienced case managers, decision-makers and/or investigators
  - v. Protection from reprisal for submitting complaints
  - vi. Anonymity for the complainant in cases of whistleblowers
  - vii. Independency of appeal procedures (when appeals are permitted)
  - viii. Opportunity for alternative dispute resolution
  - ix. Investigations of certain complaints
  - x. In-event discipline procedures (when an event does not have its own disciplinary procedures)

#### Reporting Obligations

12. The policies of Football PEI will include requirements that certain complaints must be reported to government entities, local police services, and/or child protection agencies.

#### Records

13. Football PEI will retain records of decisions that have been made pursuant to the organization's policies. These records may be shared with other individuals or organizations, including but not limited to, national sport organizations, provincial/territorial sport organizations, multi-sport organizations, and government entities.

#### Governance and Operations

14. Football PEI will pursue a governance structure that reflects the diversity of the athletes and stakeholders within



the sport, that adheres to all applicable federal and/or provincial legislation, and that moves toward a national alignment strategy for the sport in Canada.

15. Football PEI and its Members will continually monitor and evaluate its policies, practices, and procedures.