



FORT WILLIAM
CURLING
CLUB SINCE 1891

Prevention of Bullying, Abuse, Harassment and Discrimination

Authorization

Authorized By:

A handwritten signature in blue ink, which appears to be "D. Campbell", is written over a horizontal line.

President

Effective Date:

September 23, 2019

Prevention of Abuse, Discrimination and Harassment

The following are recommended BEST PRACTICES and as of September 2019 are NOT legally required.

Fort William Curling Club has taken the Responsible Coaching Movement (RCM) PLEDGE, an outward declaration of our commitment to providing an environment for participants that is free of abuse, discrimination and harassment. The RCM applies not only to coaches, but also board members, staff, officials, ice technicians, volunteers working with youth at clubs or any adult who may be in a position of authority and have regular interaction with youth or vulnerable athletes.

What is the Responsible Coaching Movement?

The Responsible Coaching Movement (RCM) is coordinated by the Coaching Association of Canada and the Canadian Centre for Ethics in Sport that has the potential to affect all sport organizations and coaches. The RCM is a call to action for organizations to implement realistic change based on their individual state of readiness.

Phase 1 of the RCM addresses the gaps identified by stakeholders that indicate there is a lack of uniform policies, a lack of club capacity, a limited communication strategy, a lack of a tracking mechanism for coaches, and a lack of a coordinated approach by sport organizations to address responsible coaching practices have all contributed to permitting instances of unethical behaviour in sport.

The goal is to make sport safer for children and the vulnerable sector. Although advances in athlete protection in the past twenty years have decreased instances of athlete maltreatment in amateur sport, incidents of athlete abuse, harassment by coaches, and risks to athlete safety have continued to occur.

To reduce risk in sport, the Responsible Coaching Movement focuses on three key areas: Rule of Two, Background Screening, and Ethics & Respect Training.

Rule of Two

The Rule of Two means that a coach (non-familial adult) is never alone or out of sight with a child.

Two NCCP Trained or Certified Coaches should always be present with an athlete, especially a minor athlete, when in a potentially vulnerable situation as in a locker room or a meeting room. All one-one-one interactions between a coach and an athlete must take place within earshot and in view of the second coach except for medical emergencies.

One of the coaches should also be of the same gender as the athletes.

Background Screening

Screening is more than a Criminal Record Check or a Vulnerable Sector Check. When a person is new to the club, ensure you get at minimum two personal reference checks from other clubs or sports where the coach/volunteer has functioned in a similar role.

Be sure to keep Police Checks “up to date” as per club Screening Policy and consider paying for screening checks so volunteers are not “out of pocket”.

Ethics & Respect Training

Hold annual training sessions to bring old and new volunteers/coaches/staff up to speed on Safe Sport Policies.

Retain training records complete with a signed acknowledgement of their understanding and willingness to follow.

Choosing Coaches who have been trained within the National Coach Certification Program have had Ethics Training.

Clubs may also elect to have coaches take additional respect training, such as; Respect in Sport or abuse prevention training such as Commit to Kids.

Duty to Report – GET HELP

If you have reasonable grounds to suspect a child is in need of help, you need to make the call. It isn't up to you to prove or investigate the abuse but it is up to you to reach out and help protect the child.

Under section 125 of the Child, Youth and Family Services Act every person who has reasonable grounds to suspect that a child is or may be in need of protection must promptly report the suspicion and the information upon which it is based to a Children's Aid Society or Police.

Version #	Date	Summary of Major Changes Made / By
01	23-Sep-19	Initial Draft. Larry Rathje/Tricia Sampson (formatting only)