

## **SAFE SPORTING ENVIRONMENT POLICY**

Safe sport addresses the culture, habits, and mechanisms of how we deliver our programs to our membership. The primary effort is to ensure that swimming experiences are enjoyable, welcoming, and accessible for all participants including swimmers, coaches, officials, club administrators and parents. Safe sport holds many different topics, tasks, and deliverables. These include, but are not limited to:

- Prevention, reporting, investigation, and sanctioning of maltreatment
- Injury prevention and management
- Mental health and wellness
- Privacy and confidentiality
- Consent
- Equity, diversity, and inclusion

### **Definitions:**

1. The following terms have these meanings in this guiding principle:
  - a. *“Duty of Care”*: is the requirement that reasonable care will be taken to avoid acts or omissions that could expose others to risk or harm.
  - b. *“Representative”* – All individuals employed by, or engaged in, activities on behalf Cascade. Representatives include, but are not limited to, coaches, staff, administrators, officials, club directors and officers, committee members, and volunteers.
  - c. *“Position of Trust”* – a job or position in which one individual may exercise power or authority over another individual, such as a team manager or coach.
  - d. *“Vulnerable Individual”* – a person under the age of 18 years old and/or a person who, because of age, disability or other circumstance, is in a position of dependence on others or is otherwise at a greater risk than the general population of being harmed.

### **Purpose**

2. Cascade believes that everyone in the sport has the right to enjoy the sport at whatever level or position they participate. All members and staff have the right to participate in a safe and inclusive training and competitive environment that is free of abuse, harassment or discrimination.
3. Cascade believes the welfare of everyone involved in the sport is a foremost consideration and in particular the protection of children/athletes in the sport is the responsibility of each individual, member, club and special interest group in the swimming community.

### **Guiding Principle Statement**

4. Cascade provides a fun, healthy, inclusive and safe environment. Swimming enriches the lives of everyone involved by ensuring that the training and competitive environment is one where athletes, coaches, officials, volunteers and staff know they are safe, and are treated with respect and dignity.

### **Ongoing Commitment to a Safe Sporting Environment**

5. Cascade, in understanding its Duty of Care, will ensure standards and procedures, based on best practices, support a safe, inclusive, open, observable and transparent sporting environment for all members.

6. The framework for Safe Sporting Environment focusses on the role, responsibility and practices of everyone involved in Swimming to ensure the safety of and development of athletes.
7. Cascade programs and services will be consistent with and support the Safe Sporting Environment Policy.
8. Cascade recognizes the critical role of the clubs and special interest group members in the delivery of Safe Sporting Environment programs initiatives.
9. Cascade programs and services will adopt the Open and Observable Environment requirements of Swimming Canada. Open and observable environments means making meaningful and concerted efforts to avoid situations where a coach, official or other representative might be alone with an athlete and/or vulnerable individual. All interactions between an athlete and an individual who is in a position of trust should normally, and wherever possible, be in an environment or space that is both “open” and “observable” to others.

### **Operational Activities**

In support of a safe sporting environment, Cascade will:

1. Carry appropriate levels of accident insurance, directors and officers liability insurance as well as property insurance. Insurance requirements will be determined in consultation with both our Provincial Sport Organization as well as our own insurance providers.
2. Ensure all members sign a club waiver upon registration stating that in the event of an accident or emergency during training or competition they give the Cascade Swim Club permission to seek appropriate medical attention for their children.
3. Ensure that Cascade staff and coaches implement the club’s EAP (Emergency Action Plan), as outlined in the staff EAP document, in the event it is required. The club will provide training as necessary to ensure that the EAP is known and understood by all staff members.
4. The EAP of the facilities we use with our athletes will be given to our staff at each of those facilities and the club will provide training to ensure that is understood.
5. Ensure that after injury or illness all athletes must be first cleared by their appropriate medical council before they will be allowed back on to “the field of play.”

### **Evaluation**

Cascade shall continually monitor and evaluate its policies, practices and procedures. Applicable policies may include and are not limited to:

- i. Code of Conduct
- ii. Recruitment Policy
- iii. Disciplinary Procedure Policy
- iv. Equity Inclusion and Universal Access Policy
- v. Emergency Action Plan