

SAFE SPORTING ENVIRONMENT GUIDING PRINCIPLE

“Organization” – refers to: Red Deer Catalina Swim Club

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 Organization. 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. The Organization believes that everyone in the sport of swimming has the right to enjoy the sport at whatever level or position they participate. All members and staff of the Organization have the right to participate in a safe and inclusive training and competitive environment that is free of abuse, harassment or discrimination.
3. The Organization 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. The Organization 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. The Organization, in understanding its Duty of Care, will ensure that its standards and procedures are based on best practices, and support a safe, inclusive, open, observable and transparent sporting environment for all members.
6. The framework for Safe Sporting Environment focuses on the role, responsibility and practices of everyone involved in swimming to ensure the safety of and development of athletes.
7. The Organization’s programs and services will be consistent with and support this Safe Sporting Environment Guiding Principle.
8. The Organization recognizes the critical role of swim clubs in the delivery of Safe Sporting

Environment programs and initiatives.

9. The Organization's programs and services will adopt the "Open and Observable Environment" requirements of Swimming Canada. Having open and observable environments means the Organization will make meaningful and concerted efforts to avoid situations where a coach, official or other representative of the Organization 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.

Evaluation

10. The Organization shall continually monitor and evaluate its policies, practices and procedures. Applicable policies may include and are not limited to:
 - i. Code of Conduct and Ethics
 - ii. Discipline and Complaints Policy
 - iii. Equity Inclusion and Universal Access Guiding Principle
 - iv. Recruitment and Screening Policy