

STATEMENT ON SAFE SPORT POLICY – Ringette Alberta

Overview

As the provincial organization that governs ringette in the Province of Alberta, Ringette Alberta's primary concern and responsibility is to protect the health, safety and physical and mental well-being of every individual that is involved in the Alberta Ringette community.

Ringette Alberta takes situations involving misconduct or maltreatment very seriously. For this reason, Ringette Alberta is committed to enacting and enforcing strong, clear, and effective policies and processes for preventing and addressing all forms of misconduct or maltreatment.

Ringette Alberta's Safe Sport policies are intended to promote a safe sport environment in a manner that allows for consistent, immediate, appropriate and meaningful action should any issues arise. They are also intended to prevent issues from arising in the first place by communicating expected standards of behaviour.

Furthermore, Ringette Alberta recognizes and abides by the Universal Code of Conduct to Prevent and Address Maltreatment in Sport ("UCCMS"), as amended from time to time, which shall be incorporated into this Policy by reference as if set out in full herein.

Should any Organizational Participants involved with Ringette Alberta and Ringette Alberta sanctioned activities, including but not limited to athletes, coaches, officials, volunteers, and parents/guardians of athletes, wish to report any instance of misconduct or maltreatment, they must follow the process as set out in Ringette Alberta's *Discipline and Complaints Policy*.

The policies that make up Ringette Alberta's Safe Sport policy suite include the following, at minimum:

1. Statement on Safe Sport Policy
2. Code of Conduct and Ethics Policy
3. Discipline and Complaints Policy
4. Appeal Policy
5. Dispute Resolution Policy
6. Reciprocation Policy
7. Concussion Policy and Return to Play Protocol
8. Athlete Protection Policy
9. Screening Policy

Other policies may be added from time to time as international, national, and provincial standards for Safe Sport change.

** Indicates a section that has been adapted from the Universal Code of Conduct to Prevent and Address Maltreatment in Sport ("UCCMS")*

Purpose

1. This Policy sets out Ringette Alberta's commitment to safe sport and describes how Ringette Alberta intends to provide a safe sport environment.

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Commitment to a Sport Environment Free from Maltreatment

2. *Ringette Alberta makes the following commitments to a sport environment free from Maltreatment:
 - a) Ringette Alberta is committed to creating a sport environment that is accessible, inclusive, respects its Organizational Participants' personal goals and is free from all forms of Maltreatment.
 - b) Addressing the causes and consequences of Maltreatment is a collective responsibility and requires the deliberate efforts of all Organizational Participants, sport stakeholders, sport club administrators and organization leaders.
 - c) Ringette Alberta's commitments are in recognition of the fact that Maltreatment can occur regardless of age, sex, sexual orientation, gender identity or expression, race, ethnicity, Indigenous status, or level of physical and intellectual disability and their intersections. Moreover, it is recognized that those from traditionally marginalized groups may be more vulnerable to experiences of Maltreatment.
 - d) Ringette Alberta's commitments are in recognition of the fact that individuals who experience Maltreatment may experience a range of effects that may emerge at different times and that can profoundly affect their lives.
 - e) In recognition of the historic vulnerability to discrimination and violence amongst some groups that continues to persist today, Ringette Alberta commits to incorporate strategies to recognize systemic bias, unconscious bias, and to respond quickly and effectively to discriminatory practices.

Conduct Standards

3. Ringette Alberta has adopted and maintains a *Code of Conduct and Ethical Behavior Policy* that describes standards of conduct and behaviour for all Organizational Participants. General standards of conduct apply to all Organizational Participants and, in addition, the *Code of Conduct and Ethical Behavior Policy* also has specific stakeholder sections, including but not limited, to:
 - a) Athletes
 - b) Coaches
 - c) Officials
 - d) Volunteers
 - e) Directors, Committee Members, and employees
 - f) Athlete Support Personnel
 - g) Parents and Spectators
4. The Complaints and Discipline Policy will include, at minimum:
 - a. An independent third party to whom complaints and appeals can be submitted
 - b. An independent third party to do the case management of a complaint from beginning to end
 - c. Protection from retaliation for making a complaint
 - d. Opportunity for alternative dispute resolution
 - e. Investigation of the facts, if the nature of the complaint warrants it
 - f. Interim Suspension pending

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Training

5. Ringette Alberta will provide information to Participants about resources and training related to athlete protection. Examples of Resources and training opportunities may include:
 - a. NCCP Modules
 - b. Respect in Sport
 - c. Commit to Kids
 - d. Red Cross- Respect Education Courses

Athlete Engagement

6. Ringette Alberta will engage with athletes to gather input about athlete protection measures. The format of the engagement will be at the discretion of Ringette Alberta. Examples, but not an all-inclusive list, of engagement types are shown below:
 - a) Anonymous athlete surveys
 - b) Athlete Advisory Committee
 - c) Independently led athlete outreach consultations

Alignment

7. In recognizing the importance of safe sport across the country and entire sport system, Ringette Alberta collaborates with other provincial/territorial sport organizations and Local Ringette Associations with the aim of establishing a safe sport approach that is as aligned and effective as possible.
8. Ringette Alberta also recognizes the importance of information sharing for the consistent enforcement of discipline decisions and for preventing repeat violations by the same individual. As such, Ringette Alberta abides by the *Reciprocation Policy* that sets out the requirements and details surrounding the sharing of discipline decisions between Ringette Alberta, other ringette provincial/territorial sport organizations, and Local Associations.
9. Furthermore, discipline decisions or other relevant information may be shared with other individuals or organizations as required, including other national sport organizations, provincial/territorial sport organizations, multi-sport organizations, government entities, and criminal investigations. Any such information retained and disclosed will be in accordance with applicable law and Ringette Alberta policies.

Monitoring & Evaluation

10. Ringette Alberta will continually monitor and evaluate its policies, practices, and procedures. Ringette Alberta may provide training on Safe Sport policies and take steps to ensure the policy is being implemented. Ringette Alberta will conduct a regular review of the policies to add and/or modify new content as appropriate.

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This Policy is subject to review at least once every two years

Date of last review: August 25 2023