



Surf Canada Statement on Safe Sport

Surf Canada has a fundamental obligation and responsibility to protect the health, safety and physical and mental well-being of every individual that is involved in the Surf Canada community.

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

These 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, but also to prevent issues from arising by communicating expected standards of behaviour.

Should any individuals involved with Surf Canada, 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 do so directly to Surf Canada's independent third-party responsible for managing complaints at: safesport@sportlaw.ca. They will then determine the appropriate forum and manner to address the complaint.

Surf Canada also recognizes the recent development of the Universal Code of Conduct and Ethics to Prevent and Address Maltreatment in Sport (UCCMS) as amended from time. The Surf Canada policies incorporate the key elements of the current version of the UCCMS and will be updated as required. The UCCMS can be found here <https://sportintegritycommissioner.ca/files/UCCMS-v6.0-20220531.pdf>



SAFE SPORT POLICY

Definitions

1. The following terms have these meanings in this Policy:
 - a) **Athlete** – An individual who is an Athlete Participant in Surf Canada who is subject to the UCCMS and the policies of Surf Canada
 - b) **Maltreatment** – As define in the Surf Canada Code of Conduct and Ethics
 - c) **Participants** – Refers to all categories of individual members and/or registrants defined in the By-laws of Surf Canada who are subject to the UCCMS and the policies of Surf Canada, as well as all people employed by, contracted by, or engaged in activities with, Surf Canada including, but not limited to, employees, contractors, Athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, parents or guardians, spectators, committee members
 - d) **Person in Authority** – Any Participant who holds a position of authority within Surf Canada including, but not limited to, coaches, instructors, officials, managers, support personnel, chaperones, committee members, and Directors and Officers
 - e) **Vulnerable Participants** – Includes Minors and vulnerable adults (people who, because of age, disability or other circumstance, are in a position of dependence on others or are otherwise at a greater risk than the general population of being harmed by people in positions of trust or authority)
 - f) **UCCMS** – The Universal Code of Conduct to Prevent and Address Maltreatment in Sport.

Purpose

2. This Policy describes how Surf Canada aims to provide a safe sport environment.

Commitment to a Sport Environment Free from Maltreatment

3. Surf Canada is committed to a sport environment free from Maltreatment, where:
 - a) All Participants in sport can expect to play, practice and compete, work, and interact in an environment free from Maltreatment.
 - b) Addressing the causes and consequences of Maltreatment is a collective responsibility and requires the deliberate efforts of all Participants, sport stakeholders, sport club administrators and organization leaders.
 - c) Participants in positions of trust and authority have the general responsibility to protect the health and well-being of all other Participants.
 - d) Adult Participants have a specific ethical and statutory duty and the additional responsibility to respond to incidents of Maltreatment involving Minors and other Vulnerable Participants.
 - e) All Participants recognize 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 have increased vulnerability to experiences of Maltreatment.

- f) All Participants recognize that individuals who have experienced Maltreatment may experience a range of effects that may emerge at different time points and that can profoundly affect their lives.
- g) All adults working with children and youth have a duty to prevent or mitigate opportunities for misconduct.
- h) In recognition of the historic vulnerability to discrimination and violence amongst some groups, and that continues to persist today, Participants in positions of trust and authority have a duty to incorporate strategies to recognize systemic bias, unconscious bias, and to respond quickly and effectively to discriminatory practices

Conduct Standards

- 4. Surf Canada 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:
 - a) Athletes
 - b) Coaches/Instructors
 - c) Judges/Officials
 - d) Directors and Committee Members
 - e) Parents and Spectators
- 5. The *Code of Conduct and Ethics* will contain detailed definitions of key terms, including:
 - a) Maltreatment
 - b) Harassment
 - c) Discrimination
 - d) Workplace Harassment
 - e) Workplace Violence

Anti-Doping

- 6. The *Code of Conduct and Ethics* will indicate that Surf Canada adopts and adheres to the Canadian Anti-Doping Program.

Social Media

- 7. Surf Canada will adopt a *Social Media Policy* that describes standards of conduct that are expected on social media by Participants. The *Social Media Policy* will indicate specific conduct standards and risks that are common and/or exclusive to social media.
- 8. The *Social Media Policy* will highlight the importance of responsible coach-athlete interaction on social media and provide examples of violations of conduct standards.

Athlete Protection

Screening

- 9. Surf Canada 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:
 - a) 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
 - b) Describe how frequently some Participants must obtain a criminal record check and which type of check(s) they must obtain
 - c) Describe how frequently some Participants must submit Screening Disclosure or Screening

Renewal Forms

- d) Empower a Screening Committee to prohibit Participants who do not pass screening from participating in certain positions
- e) Empower a Screening Committee to attach conditions to a Participant’s participation in certain positions

Mandatory Training

- 10. Surf Canada requires mandatory training on preventing and addressing harassment and abuse for individuals who are affiliated with Surf Canada including “an athlete, a coach, an official, an athlete support personnel, an employee, a contractual worker, an administrator or a volunteer acting on behalf of, or representing Surf Canada in any capacity” in accordance with the “Minimum Standards for Mandatory Training to Prevent and Address Harassment and Abuse” as prescribed by Sport Canada.
- 11. The mandatory training and completion timelines required for each Category of Participant are outlined in the table below. This table serves as a guide and new positions are evaluated and mandatory training requirements implemented according to these guidelines and as determined by Surf Canada:

Category	Training Required	Completion Timeline
Category 1 – Participants in decision-making positions at Surf Canada (Employees, Contractors or Volunteers):		
<ul style="list-style-type: none"> i. Senior staff (Employee or Contractor) ii. High Performance Manager iii. Independent Case Managers / Adjudicators / Investigators 	CAC Safe Sport or Respect in Sport training	The earlier of: <ul style="list-style-type: none"> - Within 12 weeks of start date; or - Prior to their first formal activity in their season, or any unsupervised contact with an Athlete
Category 2 – Athletes and individuals in direct contact with Athletes (Employees, Contractors or Volunteers):		
<ul style="list-style-type: none"> i. National Team Program Athletes (Senior, NextGen, Junior, Para, SUP) ii. National Team Program (including Integrated Support) Personnel (paid/unpaid) iii. ISA Instructors/Coaches recognized by SURF Canada iv. Officials working in a position of authority (Judges, Event Technical Director) 	CAC Safe Sport or Respect in Sport training	<ul style="list-style-type: none"> - Prior to their first formal activity in their season, or any unsupervised contact with an Athlete
Category 3 – Participants with no direct Athlete contact (Employees, Contractors or Volunteers):		
<ul style="list-style-type: none"> i. Board of Directors ii. Committee Members/Judicial Boards iii. Event Volunteers working in a regular capacity and in a position of authority iv. Office Staff 	CAC Safe Sport , Respect in Sport or, Respect in the Workplace training	The earlier of: <ul style="list-style-type: none"> - within 12 weeks of starting date; or - Prior to their first formal activity and/or event

- 12. Surf Canada will ensure that Participants receive up to date training information. When a training program has been substantially updated to include new information or, an individual’s certification has expired, the individual will be required to re-take the training.
- 13. Surf Canada will develop an *Athlete Protection Policy* that can be used by coaches, managers, medical personnel, and other Persons in Authority. Surf Canada may provide training on the policy and take steps to ensure the policy is being implemented. Surf Canada will conduct a regular review of the policy to add and/or modify new content as appropriate.

Resources

14. Surf Canada will provide information to Participants about resources and training related to athlete protection. Resources and training opportunities can include:
- a) [NCCP modules](#)
 - b) [Respect in Sport](#)
 - c) [Commit to Kids](#)
 - d) [Red Cross – Respect Education Courses](#)

Athlete Engagement

15. Surf Canada 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:
- a) Anonymous athlete surveys
 - b) Athlete involvement in organizational decision-making
 - c) Independently-led athlete outreach consultations

Dispute Resolution

16. Surf Canada will have a comprehensive suite of dispute resolution policies that will include:
- a) *Discipline and Complaints Policy*
 - b) *Appeal Policy*
 - c) *Dispute Resolution Policy*
17. Taken together, the suite of dispute resolution policies will include the following features:
- a) An independent individual to whom complaints can be submitted
 - b) Sanctions for violations of conduct standards
 - c) Mechanism for suspension of individuals pending the conclusion of the process
 - d) Non-biased and experienced case managers, decision-makers and/or investigators
 - e) Protection from reprisal for submitting complaints
 - f) Independency of appeal procedures (when appeals are permitted)
 - g) Opportunity for alternative dispute resolution
 - h) Investigations of certain complaints

Obligations – Reporting and Third-Party Case Management

18. The policies of Surf Canada will include requirements that certain complaints must be reported to government entities, local police services, and/or child protection agencies.
19. The policies of Surf Canada will include requirements that complaints must be received by an independent third party that has no conflict of interest or bias.

Records

20. Surf Canada 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

21. Surf Canada will have a plan in which athlete protection and safe sport are priorities for the organization.

22. Surf Canada will pursue a governance structure and organizational culture that reflects the diversity of the athletes and stakeholders within the sport, that adheres to all applicable federal and/or provincial/territorial legislation, and that moves toward a national alignment strategy for the sport in Canada.
23. Surf Canada will continually monitor and evaluate its policies, practices, and procedures.