

# BCRSGF- COMMITMENT TO A SAFE ENVIRONMENT

## **Alignment with B.C. Universal Code of Conduct**

*In addition to the policies and procedures outlined throughout this Policy, BC Rhythmic Gymnastics adopts and accepts all the language contained in the B.C. Universal Code of Conduct.*

*An individual who violates the B.C. Universal Code of Conduct may be subject to sanctions pursuant.*

**Policy Name: SAFE SPORT POLICY**

**Date of Approval:** October 6<sup>th</sup> 2021

**Activation Date:** October 6<sup>th</sup> 2021

**Approved By:** BC Rhythmic Sportive Gymnastics Federation (BCRSGF) This

**Version:** is the first version of this policy Board of Directors

## **Review Cycle:**

Reviewed annually by the Governance Committee and the Chief Executive Officer.

Recommended amendments to be approved by the Board of Directors.

## **1.0 GENERAL**

In addition to this Policy, Members of BCRSGF may also be subject to the safe sport or equivalent policies of GymCan or of other provincial or national sport governing bodies, or other bodies having jurisdiction over sports in Canada. Further, additional safety-related requirements may be contained in other BCRSGF manuals, handbooks and other policies that apply to BCRSGF Members or activity (i.e. team manager duties, team travel). If this Policy conflicts with or is inconsistent with the standards set forth in any other applicable codes, standards and policies, the higher standard shall prevail.

## **2.0 PURPOSE OF THIS POLICY**

2.1 This Policy has been developed in support of BCRSGF following commitments and objectives:

2.1.1 BCRSGF is committed to promoting a sporting environment in which all Members are able to participate in BCRSGF Activities in a safe, healthy and inclusive training and competitive environment, free from any form of abuse, maltreatment, harassment or discrimination, regardless of the level or capacity in which the Member is participating.

2.1.2 The welfare of all participants in the sport is one of BCRSGF's foremost

considerations. In particular, the protection of athletes who are Vulnerable Individuals is the ongoing responsibility of each member of the gymnastics community. BCRSGF, as primarily a youth-serving organization, recognizes that it has a special position in the gymnastics community in British Columbia, which implies a responsibility to develop policies, procedures and standards that assist its Members in achieving a Safe Sport Environment.

2.1.3 BCRSGF is committed to educating its members to achieve a safe, healthy, and inclusive training and competitive environment. Educational initiatives include development and dissemination of template documents for Members; webinars; coach education initiatives; mandatory training requirements (e.g., Commit 2 Kids Training), and information sessions for specific stakeholder groups (coaches, athletes, judges, etc.).

2.1.4 BCRSGF is committed to actively encouraging meaningful inclusion of individuals irrespective of their age, race, colour, gender identity or expression, sexual orientation, language, religion, national or social origin, property, birth, physical or developmental abilities, athletic ability, or other status. If there are any groups omitted from this list, please advise GBC and the list will be amended, if appropriate.

2.2 BCRSGF will provide support to its member clubs in their provision of fun, healthy, inclusive and Safe Sport Environments. BCRSGF believes that gymnastics can enrich the lives of everyone involved, and BCRSGF will strive to ensure, through the provision of support and assistance to its Members, specifically its member clubs, that the training and event participation environment throughout the Province of British Columbia is one where all participants know they are safe, and are treated with respect and dignity.

### **3.0 POLICY APPLICATION**

This Policy applies to all Members of BCRSGF, as defined in the By-laws of BCRSGF, and to all BCRSGF Activities.

### **4.0 BCRSGF'S ONGOING COMMITMENT TO A SAFE SPORT ENVIRONMENT**

4.1 BCRSGF, in understanding and discharging its Duty of Care, commits to ensuring that its policies and procedures support a safe, inclusive, open, observable and transparent sporting environment for all of its Members (a "Safe Sport Environment"), and that such policies and procedures are based upon and are consistent with best practices as established by youth sporting organizations in Canada from time to time. BCRSGF intends that its programs and services be consistent with and support this Policy. GBC strives to be a leader in supporting a Safe Sport Environment in all BCRSGF Activities.

4.2 Prioritizing, establishing and maintaining a Safe Sport Environment involves the

responsibility and practices of everyone involved in the sport of gymnastics, in particular those persons in a Position of Authority, to ensure the safety and development of athletes, coaches and all other participants.

4.3 BCRSGF recognizes the critical role of its member clubs in the delivery of a Safe Sport Environment. BCRSGF is committed to providing support and assistance to its member clubs in their achievement of a Safe Sport Environment.

## **5.0 SAFE SPORT ENVIRONMENT**

5.1 BCRSGF strives to provide athletes who are Members of BCRSGF and/or who are participating in BCRSGF Activities with the following:

5.1.1 safe, healthy and inclusive gymnastics environments;

5.1.2 qualified, experienced, and athlete-centered leadership that attends to the well-being and developmental needs of athletes;

5.1.3 a transparent and clean sport environment that has fair officiating, clear rules, and appropriate training and competition schedules;

5.1.4 the opportunity to feel empowered, use their voice, and share in the leadership and decision-making of their sport experience;

5.1.5 appropriate opportunities for proper preparation for competitions;

5.1.6 information that is important to athlete well-being and opportunities to strive for success;

5.1.7 access to education related to the sport, participation, welfare and safety;

5.1.8 respect, dignity, and appropriate safeguards from abuse, maltreatment, harassment, or discrimination;

5.1.9 mechanisms for reporting misconduct without fear of reprisal; and

5.1.10 tools to allow athletes to know, understand, protect, and advocate for their interests.

## **6.0 ADHERENCE TO THE RULE OF 2**

6.1 In supporting its commitment to a Safe Sport Environment, BCRSGF strongly recommends

that all Member clubs aim to adopt the “Rule of Two” in the responsible delivery by persons in a Position of Authority, of coaching and related programs and services. The “**Rule of Two**” means as follows:

6.1.1 That responsible adults are never alone with or out of sight with any Vulnerable Individual. Interactions between Vulnerable Individuals and persons who are in a Position of Authority should be open, observable, and/or interruptible.

6.1.2 Two NCCP trained or certified coaches should always be present with a Vulnerable Individual, especially a minor athlete, when in a potentially vulnerable situation such as in a locker room or meeting room. When two NCCP trained or certified coaches are not available, another responsible adult (who should be screened) can substitute.

6.1.3 All one-on-one interactions between a coach (or a responsible adult) and a Vulnerable Individual should take place within earshot and in view of the second individual except for medical emergencies.

6.1.4 One of the coaches (or responsible adults) must also be of the same gender identity as the athlete.

6.1.5 In situations where an NCCP trained or certified coach is also a Vulnerable Individual (definitions section 1.19), they must always coach with an adult present.

6.2 BCRSGF recognizes that, in particular during circumstances of team travel, strict adherence to each aspect of the Rule of Two may be impractical or impossible. GBC expects that its member clubs and the persons in a Position of Authority entrusted with the care of Vulnerable Individuals will take prudent and reasonable steps to ensure that all or as many aspects of the Rule of Two are able to be followed consistently, with as few exceptions as possible.

## **7.0 EVALUATION**

BCRSGF shall continually monitor, evaluate and amend its policies, practices and procedures, including this Policy, at any time and without notice. It is the responsibility of each member of GBC to understand and keep up to date with current versions of its policies.

## **8.0 OBLIGATION TO REPORT**

An adult Member is obligated to report, on a timely basis and with all relevant information, to BCRSGF or to appropriate law enforcement or child protection services, any actual or suspected psychological misconduct, sexual misconduct, physical misconduct or neglect involving a Vulnerable Individual. Any adult Member who fails in this duty to report may be subject to disciplinary action by BCRSGF.