

**FIELD HOCKEY ONTARIO**

Box# 80030
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SAFE SPORT POLICY

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

Purpose

1. This Policy describes how FHO aims to provide a safe sport environment.

Commitment to True Sport Principles

2. FHO commits to the True Sport Principles which are:
 - a) **Go for It** – Rise to the challenge – always strive for excellence. Discover how good you can be.
 - b) **Play Fair** – Play honestly – obey both the letter and spirit of the rules. Winning is only meaningful when competition is fair.
 - c) **Respect Others** – Show respect for everyone involved in creating your sporting experience, both on and off the field. Win with dignity and lose with grace.
 - d) **Keep it Fun** – Find the joy of sport. Keep a positive attitude both on and off the field.
 - e) **Stay Healthy** – Place physical and mental health above all other considerations – avoid unsafe activities. Respect your body and keep in shape.
 - f) **Include Everyone** – Share sport with others. Ensure everyone has a place to play.
 - g) **Give Back** – Find ways to show your appreciation for the community that supports your sport and helps make it possible.

Commitment to a Sport Environment Free from Maltreatment

3. *FHO makes the following commitments to a sport environment free from Maltreatment:
 - 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.

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- 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

Pledge

- 4. The stakeholders, members, and leaders of FHO are expected to live the True Sport Principles and FHO pledges to embed the True Sport Principles in its governance and operations in the following ways:
 - a) Conduct Standards – FHO will adopt comprehensive conduct standards that are expected to be followed by Participants
 - b) Athlete Protection – FHO will provide coaches and other stakeholders with general and sport-specific Athlete protection guidelines
 - c) Dispute Resolution and Investigations – FHO will have dispute resolution processes that are confidential and procedurally fair and that require independent investigation for certain alleged violators of the conduct standards
 - d) Strategy – FHO will have strategic plans that reflect the organization's mission, vision, and values
 - e) Governance – FHO will have a diverse blend of sport leaders and will adhere to principles of good governance
 - f) Risk Management – FHO will intentionally manage risks to its operations and events through the use of risk management plans and/or risk registries

Conduct Standards

- 5. FHO 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
 - c) Officials
 - d) Directors and Committee Members
 - e) Parents and Spectators
- 6. The *Code of Conduct and Ethics* will contain detailed definitions of key terms, including:
 - a) Harassment
 - b) Maltreatment

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- c) Hazing
- d) Workplace Harassment
- e) Workplace Violence
- f) Discrimination

7. FHO will adopt an *Abuse Policy* that will define “vulnerable individuals” and describe the types of abuse (e.g., Physical Abuse, Sexual Abuse, Emotional Abuse, and Neglect) that Vulnerable Participants may be subjected to.

Anti-Doping

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

Social Media

9. FHO 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. The *Social Media Policy* will highlight the importance of responsible coach-Athlete interaction on social media and will provide examples of violations of conduct standards.

Athlete Protection

Screening

10. FHO 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 police records check and which type of check(s) they must obtain
 - c) Describe how frequently some Participants must submit Screening Disclosure Forms and 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
11. FHO will develop an *Athlete Protection Policy* that can be used by coaches, managers, medical personnel, and other Persons in Authority. FHO may provide training on the policy and take steps to ensure the policy is being implemented. FHO will conduct a regular review of the policy to add and/or modify new content as appropriate.

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Resources

12. FHO will regularly provide information to Participants about resources and training related to Athlete protection. Resources and training opportunities can include:

- a) [CAC Safe Sport Training](#)
- b) [NCCP modules](#)
- c) [Respect in Sport](#)
- d) [Commit to Kids](#)
- e) [Red Cross – Respect Education Courses](#)

Athlete Engagement

13. FHO will engage with Athletes to determine the level of success of its 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

14. FHO will have a comprehensive suite of dispute resolution policies that will include:

- a) *Discipline and Complaints Policy*
- b) *Investigations Policy*
- c) *Appeal Policy*
- d) *Dispute Resolution Policy*
- e) *Event Discipline Procedure*
- f) *Whistleblower Policy*

15. 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) Anonymity for the complainant in cases of whistleblowers
- g) Independency of appeal procedures (when appeals are permitted)
- h) Opportunity for alternate dispute resolution
- i) Investigations of certain complaints (e.g., when required by law and/or when the complaint involves harassment, abuse, or discrimination)
- j) In-event discipline procedures (when an event does not have its own disciplinary procedures)



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Alignment

16. FHO recognizes the importance of safe sport for Athletes and participants across the country. FHO requires:
- a) Clubs to report discipline decisions to FHO
 - b) The distribution of discipline decisions to all applicable Clubs
 - c) FHO and Clubs to recognize and enforce sanctions imposed by Field Hockey Canada, FHO, other Provincial/Territorial Field Hockey Associations, and Clubs

Obligations

17. The policies of FHO will include requirements that certain complaints must be reported to government entities, local police forces, and/or child protection agencies.

Records

18. FHO 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 sport organizations, multi-sport organizations, and government entities.

Governance and Operations

19. FHO will have a comprehensive Strategic Plan in which Athlete protection and safe sport are top priorities for the organization.
20. FHO will adopt a *Conflict of Interest Policy* that will guide decision-makers and ensure that conflicts are declared before a decision is made.
21. FHO will adopt a *Diversity and Inclusion Policy* that will encourage inclusion, equity and access in its administration, policies, programs, and activities and provide Under-Represented Groups with a full and equitable range of opportunities to participate and lead.
22. FHO will continually monitor and evaluate its policies, practices, and procedures.

