



## DEI INCIDENT REPORTING PATHWAYS

The Ontario Volleyball Association (OVA) maintains a zero-tolerance policy for abuse, harassment, and discrimination. All members have a duty to report.



### Step 1 – CLUB LEVEL

**WHO:** Club Staff / Coach / Athlete / Parent

- Record incident details: date, time, location, parties involved
- Ensure immediate safety – contact 911 if life is at risk
- Do not investigate independently or breach confidentiality
- Notify Club's designated Safe Sport contact / Club Director
- Preserve evidence, screenshots, or witness information
- Complete Club's internal incident documentation form

**Who to tell:** Your Club Safe Sport Contact / Club Director

- ☐ ⚠ If child abuse is suspected, report to police/child protection FIRST



### Step 2 – OVA / SDM

**WHO:** Any Individual (Athlete, Coach, Admin, Parent)

- File using the secure SDM Intake Form at [ontariovolleyball.org](https://ontariovolleyball.org)
- Complaints may also be submitted directly to OVA – forwarded to SDM
- Sport Dispute Management Inc. (SDM) serves as independent Discipline Chair
- OVA's Ethics Committee oversees the process per OVA D&C Policy
- Complainant receives intake confirmation; process is confidential
- Interim protective measures may be applied if serious risk is identified

**Email:** [safesport@ontariovolleyball.org](mailto:safesport@ontariovolleyball.org)

- ☐ ⚠ All DEI/discrimination complaints processed under OVA D&C Policy



### Step 3 – UCCMS / SAFE SPORT (National)

**WHO:** Any Individual – if OVA process is insufficient or systemic

- OVA is affiliated with Volleyball Canada, a signatory of Abuse-Free Sport
- UCCMS governs maltreatment, discrimination, and prohibited behaviour nationally
- Submit complaint via Sport Integrity Canada ([sportintegrity.ca](https://sportintegrity.ca))
- Covers sexual, physical, emotional misconduct & systemic discrimination
- Director of Sanctions and Outcomes (DSO) issues findings and sanctions
- Decisions may be appealed to the Sport Dispute Resolution Centre of Canada

**Portal:** [sportintegrity.ca](https://sportintegrity.ca) | [abuse-free-sport.ca](https://abuse-free-sport.ca)

- ☐ ⚠ OSIC closed July 31, 2025 – complaints now handled by Sport Integrity Canada

*All reports are handled safely, confidentially, and in compliance with the UCCMS.*