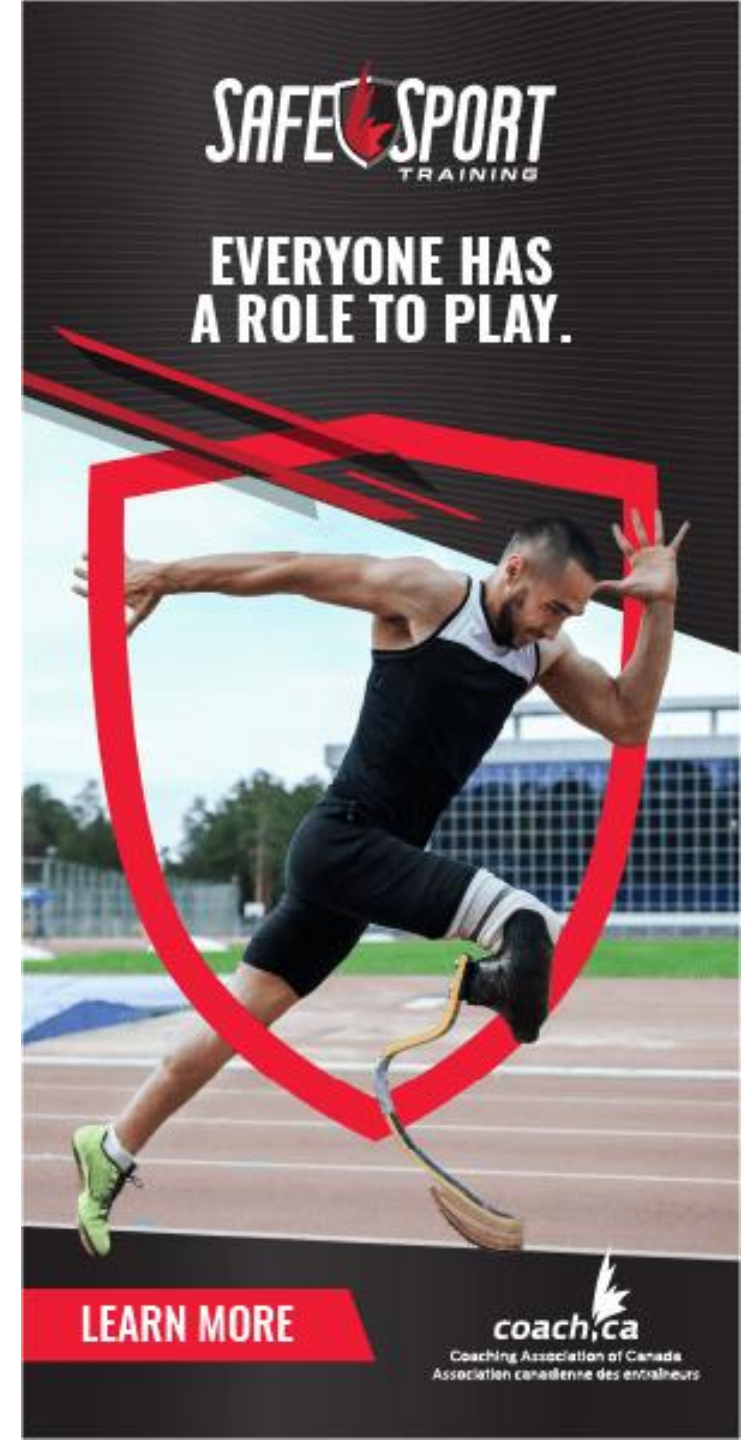


Supporting Universities and coaches towards safe sport in Canada

Isabelle Cayer
Director, Sport Safety
Coaching Association of Canada
icayer@coach.ca

[Click here for video recording](#)

February 17, 2021



Sport Safety Department



Isabelle Cayer
– **Director, Sport Safety**

Business/Service Delivery Models, Strategy
+ Policy Development & Implementation

icayer@coach.ca



Andrea Johnson – Project Coordinator, Diversity and Inclusion

Women in Coaching: Canada Games, Mentorship; Gender-Based Violence/Teen Dating Violence resources

ajohnson@coach.ca



Nathalie Joannette – Coordinator, Professional Coaching

Registered and ChPC coach applications, Coach Services: Legal, Insurance, Health & Dental Benefits Programs

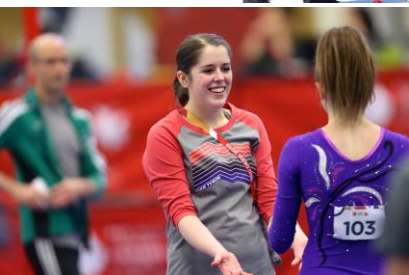
njoannette@coach.ca



Frances Priest – Manager, Sport Safety

Responsible Coaching Movement, Coaching Through COVID Series, Safe Sport Initiatives

fpriest@coach.ca



Presentation Overview

- Safe Sport Movement in Canada
- Responsible Coaching Movement
- Rule of Two Defined
- Rule of Two In person and online environments
- Education & Training Opportunities
- Next Steps: Resource Development
- Q&A



The stakes are high

- Sport develops a nation
- Sport reflects our society
- COVID and sport
- Sport = belonging
- Sport can positively impact social change
- Sport needs to remain relevant
- Participant and coach connection and protection are critical

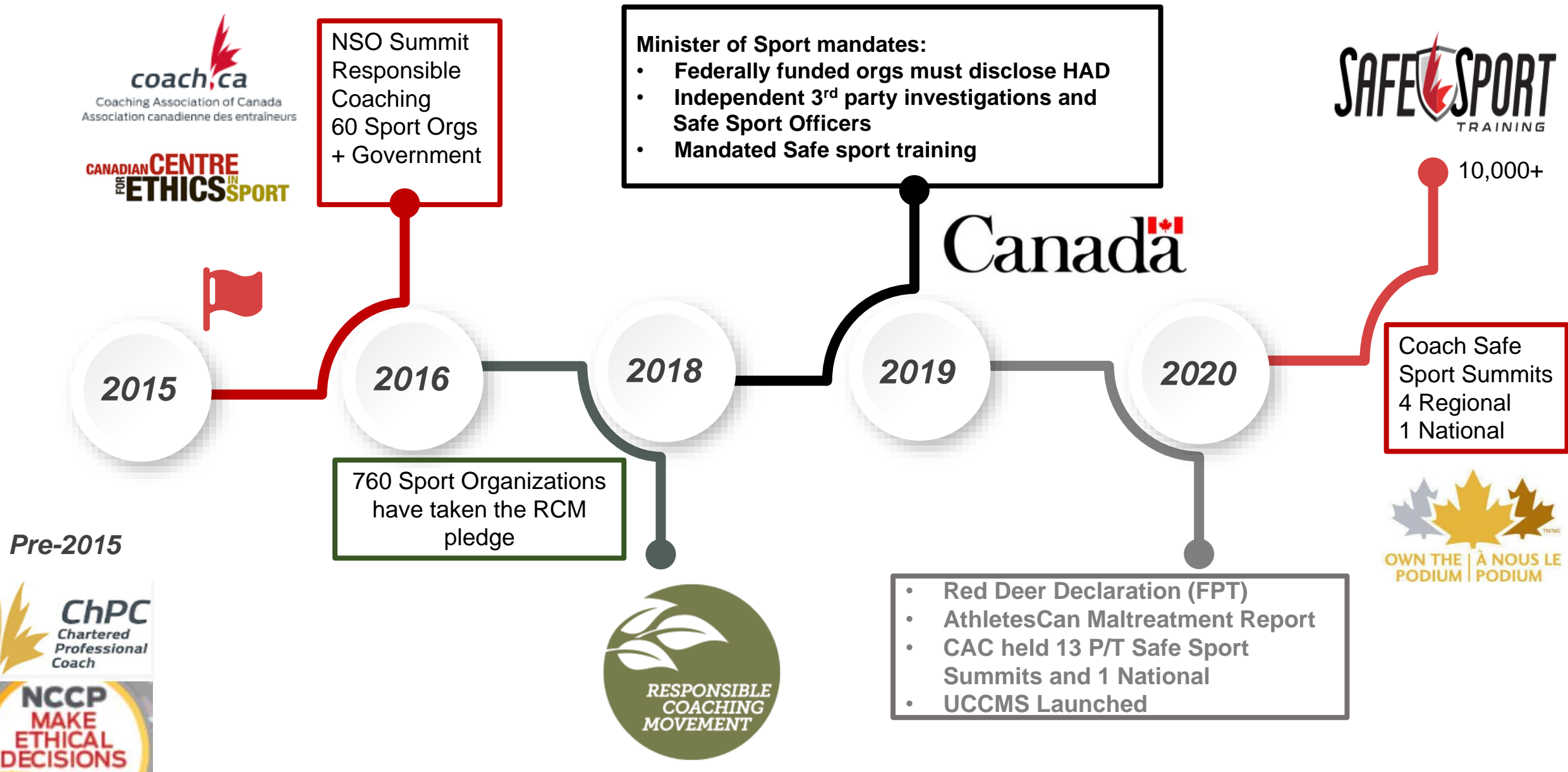


A Socio-Ecological Model



*Source: Adapted from CDC, 2017 Health Equity Toolkit,
The University of Tennessee Knoxville*

Safe Sport Journey 2015 - ∞





Top coach concerns:

1. Online environments
2. False Allegations
3. Harassment, Abuse Discrimination
4. Financial Challenges
5. Fear Culture

25+ coach interviews and four (4) regional coach safe sport summits held in August – September 2020.



National Coach Safe Sport Summit September 2020

188 participants

- Need for clarity + system alignment
- Coach Support + Sharing Opportunities
- Application of Practical Guidelines
- Transformational vs transactional
- Inclusion and Diversity

"I pledge to continue to lead by values – even when things get tough"

...athlete and staff feel they have the best chance to succeed"

...to not shy away from the tough conversations and call out unacceptable behaviour"



2019 National Safe Sport Summit consensus statements:

1. **Federal / Provincial / Jurisdiction:** Collaborate on a Universal Code of Conduct.
2. **Education & Awareness:** Approved education & training programs.
3. **Financial Resources:** New funding dedicated to implement safe sport.
4. **Harmonized Code:** *a single, harmonized code governing safe sport in Canada, to include updated definitions of all forms of maltreatment.*
5. **Independent Body:** Implement the harmonized and universal code (April 1, 2021).
6. **Prohibited Conduct:** *prohibit sexual relations between National Team coaches and National Team athletes, with the ability to expand the scope to positions of authority. The immediate intent is to protect athletes now.*
7. **Implementation Plan:** conduct an audit of existing sport landscape and stakeholders; establish a critical path; and initiate a process to educate the sport community.

Responsible Coaching Movement Call to Action - the Pledge



Rule of Two



Background
Screening



Ethics Training

Objective = keep sport healthy and safer

Federally funded sport organizations **must take all necessary measures to create a workplace free from harassment, abuse or discrimination**

Responsible Coaching Movement Implementation Checklist

Audit Checklist Template

Step by step self assessment tool to assess your gaps and determine steps to begin reducing your risks and needs.



Each organization is encouraged to review their policies and procedures as a first step towards implementing the RCM

Responsible Coaching Movement Checklist

Our Organization has the following Policy/Procedure	Yes	Yes Action Required	Not Yet - Action Required	When			Not yet projected completion date	Date Completed
				Immediate	Within 1 year	Within 2-3 yrs		
Parental Consent Form		Ensure up to date	Create & use consent form	X				
Code of Conduct Policy		Ensure up to date	Develop & approve policy	X				
Coach Agreement		Ensure up to date	Develop agreement & have all current coaches sign	X				
Athlete Agreement		Ensure up to date	Develop agreement and have all athletes sign	X				
Travel Policy		Ensure up to date	Develop & approve policy		X			
Rule of Two Policy		Ensure up to date	Develop & approve policy *		X			
Conduct annual review of policies & agreements		None	Review all policies & agreements		X			
Use a background screening process for all coaches and volunteers		Ensure alignment with the RCM Background Screening Matrix	Require all coaches & volunteers to provide: • Application Form • Criminal Record Check Develop a background screening process in alignment with the RCM Background Screening Matrix	X X				
Require coaches to take Make Ethical Decisions training		None	Require & support all coaches to take MED training		X			
Require coaches to take Respect Group or Commit to Kids training or other comparable training		None	Require & support all coaches to take training		X			
Require all coaches to be NCCP trained or certified		None	• Support existing coaches to become NCCP trained or certified • Require new coaches to be NCCP trained or certified			X		
Have a system in place for recognizing, responding to and reporting instances that contravene the spirit or practice of the Rule of Two		Regularly review	Develop process for ensuring spirit and practice of Rule of Two is adhered to			X		
Host regular information sessions with coaches, parents, volunteers and athletes to: • Create awareness of vulnerable situations and issues • Brainstorm for solutions • Inform them of the Responsible Coaching Movement and the organization's commitment to the pledge		None	Host an information session to promote the Responsible Coaching Movement (link)		X			

* The Responsible Coaching Movement recognizes that there may be circumstances where it is not possible to fully implement the Rule of Two. All organizations should be able to implement most of the recommended policies and procedures to protect their athletes and coaches.

Rule of Two



Rule of Two

Definition

The goal of the Rule of Two is to ensure all interactions and communications are open, observable and justifiable. Its purpose is to protect participants (especially minors) and coaches in potentially vulnerable situations by ensuring more than one adult is present. There may be exceptions for emergency situations.

CANADIAN **CENTRE**
FOR **ETHICS** IN **SPORT**

RULE OF TWO

The goal of the **Rule of Two** is to ensure all interactions and communications are open, observable and justifiable. Its purpose is to protect participants (especially minors) and coaches in potentially vulnerable situations by ensuring more than one adult is present. There may be exceptions for emergency situations.



GOOD RULE OF TWO IMPLEMENTATION PRACTICES

- The coach is never alone and out of sight with a participant without another screened coach or screened adult (parent or volunteer) present.
- Allow training environment to be open to observation.
- Ensure a participant rides in a coach's vehicle with another adult present.
- Consider the gender of the participant(s) when selecting the screened coaches and volunteers who are present.
- Eliminate one-to-one electronic messaging. Ensure that all communications are sent to the group and/or include parents.

Learn more: coach.ca/responsiblecoaching



Coaching Association of Canada
Association canadienne des entraîneurs



Rule of Two

Good Implementation Practices

- The coach is never alone and out of sight with a participant without another screened coach or screened adult present.
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- More information: coach.ca/responsiblecoaching





Rule of Two in a Virtual Setting

Good Implementation Practices

- The Rule of Two should continue to apply to all minor athletes in the virtual environment during the COVID-19 pandemic (additionally, for those athletes under age 16, a parent or guardian should be present during the session where possible).
- We recommend applying the Rule of Two to non-minor athletes, as well, in the current circumstances.
- For every session, the Rule of Two would require 2 adult coaches be present, or one coach and one adult (parent, guardian, volunteer, club administrator) – one-on-one sessions should be prohibited.





Rule of Two in a Virtual Setting

Good Implementation Practices

- A clear statement of professional standards expected of the coach during calls should be communicated – (i.e., sessions are not social engagements, and should be focused on training/coaching).
- Parents/guardians/participants should be fully informed beforehand about the activities undertaken during the sessions, as well as the process of the virtual session.
- Parents/guardians/participants should be required to consent to virtual sessions prior to each session, if irregularly scheduled, or prior to the first session if there is a series of regularly scheduled sessions.





Rule of Two in a Virtual Setting

Good Implementation Practices

- Communication during each session should be in an open and observable environment (i.e., avoid bedrooms) in the athlete's home (athlete's parents'/guardians' home), and the coach must initiate the session from an appropriate location (i.e., avoid bedrooms or "overly personal"/unprofessional settings).
- It is recommended to record sessions where that capacity exists.





Rule of Two in a Virtual Setting

Good Implementation Practices

- Prohibit one-on-one texting, emailing or online contact between coach and athlete – any texting, emailing or online contact should be limited to group text/email that includes at least 2 adults (2 coaches or 1 coach and 1 adult (parent, guardian, volunteer, club administrator), and limited to coaching (non-social) matters, and parents of minor athletes should be provided the opportunity to receive these texts/emails.
- Social media contact by coach to athlete should be prohibited (including the sharing of memes, non-training video, etc.).
- Encourage parents/guardians to debrief with U-16 athletes about virtual training on a weekly basis.





Rule of Two in a Virtual Setting

Good Implementation Practices

In addition, care should also be taken to ensure that appropriate security settings have been set for virtual, videoconferencing arrangements, including password protected videoconference invitations.

Additional Resources:

For more emerging online safety considerations and contact information, consult the [COVID-19 response site](#) at ***The Canadian Centre for Child Protection***.

SAFE SPORT

**SWIMMING
CANADA**

<https://www.swimming.ca/en/safe-sport/prevention/responsible-coaches-movement/open-observable-environments/>

A high-angle, slightly blurred photograph of a swimming pool. Several swimmers are visible in different lanes, moving towards the right. Lane lines in yellow, blue, and red are visible. A red pennant banner is strung across the middle of the pool. The water is a deep blue-green color.

OPEN & OBSERVABLE ENVIRONMENTS

Open and observable environments means making meaningful and concerted efforts to avoid situations where a coach, official or other representative might be alone with an athlete and/or vulnerable individual. All interactions between an athlete and an individual who is in a position of trust should normally, and wherever possible, be in an environment or space that is both “open” and “observable” to others.

Before interacting with an athlete ask yourself:

- **What is an ‘open’ environment?**

- An open environment is an environment that is not closed or concealed from others.
- Interactions should not take place behind closed doors or in secluded locations.
- Others should be aware the interaction is taking place.
- Is this an open interaction?
 - Are we in a closed or secluded place?
 - Who knows this meeting/interaction is taking place?
 - Does the athlete (or individual in a position of lesser power) have an easy and accessible exit path?

- **What is an ‘observable’ environment?**

- An observable environment is a space where others can see or take note of the interaction.
- Is this interaction observable?
 - Is anyone else with us?
 - Can anyone see us?
 - What about hear us?

SWIMMING
CANADA



Education and awareness are the most critical components to creating a safe environment free of abuse and harassment. We can all help safeguard sport by encouraging our organizations to adopt safe sport education and screening requirements.

Adopting these requirements is important because:

- We have an ethical and moral duty to protect our athletes.
- It is imperative that all persons in positions of authority be held to a high standard of conduct.
- It reduces the liability for coaches, staff & board members. Liability can extend to not only the perpetrator of the act, but also to an organization “sufficiently close” to make a claim of vicarious liability appropriate.

Background Screening

Background Screening Matrix

	Level 1 - "Low Risk"			Level 2 - "Medium Risk"			Level 3 - "High Risk"		
	Non-Volunteer Parents	Youth Volunteers	Occasional Volunteers	Assistant Coaches	Volunteer Head Coaches	Directors	Paid Head Coaches	Travel Team Coaches	Team Managers
Application Form		✓	✓	✓	✓	✓	✓	✓	✓
One Letter of Reference			✓	✓	✓	✓			
Two Letters of Reference		✓					✓	✓	✓
Position Briefing / Orientation	✓	✓	✓	✓	✓	✓	✓	✓	✓
Driver's Abstract (if requested)				✓	✓	✓	✓	✓	
Screening Disclosure Form		✓	✓	✓	✓	✓	✓	✓	✓
Criminal Record Check (E-PIC)				✓	✓	✓	✓	✓	✓
Vulnerable Sector Verification (VSV)							✓	✓	✓
	Level 1 - "Low Risk" - Individuals involved in low risk assignments who are not in a supervisory role, not directing others, not involved with financial/cash management, and/or do not have access to minors or people with a disability			Level 2 - "Medium Risk" - Individuals involved in medium risk assignments who may be in a supervisory role, may direct others, may be involved with financial/cash management, and/or who may have limited access to minors or people with a disability			Level 3 - "High Risk" - Individuals involved in high risk assignments who occupy positions of trust and/or authority, have a supervisory role, direct others, are involved with financial/cash management, and who have access to minors or people with a disability		

Types of Police or Criminal Record Checks

1. Local Police Station

- Vulnerable Sector Verification or Check (VSV, VSC) – only required for coaches born before Jan. 1, 1986)
- Criminal Record Judicial Matters Check (CRJMC)
- ***Basic CRC, C-PIC – not recommended***

2. Sterling Talent Solutions

- Partnership between CAC and Sterling Talent Solutions (Sterling Backcheck)
- Quick online criminal records (EPIC) check for reduced cost
- Saves time, reduces paperwork and provides a safe secure storage means for completed EPICs.



PATHWAYS TO ChPC DESIGNATION

I Have:



NCCP Certification
and an Undergraduate
or Graduate University
or College Degree
(non CAC-accredited)

Pathway 1

ACD or CDAG
or Comp-HP
or equivalent*



CAC Safe
Sport Training



4 years of coaching
experience
(3000 hrs)



NCCP Certification
and an Undergraduate
or Graduate University
or College Degree
(non CAC-accredited)

Pathway 2

Comp-Dev Certified
or equivalent*



CAC Safe
Sport Training



5 years of PT or
2 years of FT
coaching experience
(4000 hours)



NCCP
Certification

Pathway 3

Enrolled in ACD and
Comp-Dev Certified
or equivalent*



CAC Safe
Sport Training



5 years of PT or
2 years of FT
coaching experience
(4000 hours)

Available 2021-22



Post-secondary
Degree from a
CAC-accredited
Coach Education Program

Pathway 4

CAC Safe
Sport Training



5 years of PT
or 2 years of
FT coaching
experience
(4000 hours)

*Pathway to NCCP certification through NSO evaluation and/or NSO recognition of prior learning

Acronyms in alphabetical order:

ACD – NCCP Advanced Coaching Diploma
CAC – Coaching Association of Canada™
CDAG – NCCP Competition-Development Advanced Gradation
ChPC – Chartered Professional Coach®
Comp-Dev – NCCP Competition-Development

Comp-HP – NCCP Competition-High Performance
FT – Full-time
NCCP – National Coaching Certification Program™
NSO – National Sport Organization
PSI – Post-secondary institution
PT – Part-time



National
Coaching
Certification
Program



Chartered Professional Coach (ChPC)

The Professional Designation
for Sport Coaches in Canada



Getting your Chartered Professional Coach® (ChPC®) designation
helps athletes, parents, and your sport organization that you are
committed to a higher standard of coaching excellence.



Professional Coaching – Registered Coach and Chartered Professional Coach

Required for Games: Paralympic, Olympic, Commonwealth,
Petro-Canada FACE Coaches

Coach Services and Benefits:

- Health and Dental – Benefits by Design
- Legal Service
- Sterling Screening Service
- Coaching Insurance Program
- Language Training – Rosetta Stone
- Professional Development
- Awards Program
- Increase Coach Employability
- New: Code of Conduct and Ethics with Reporting Procedures

Eligibility:

1. Education (NCCCP/PSI)
2. Experience (Coaching/hrs)
3. Ethics
4. Safe Sport Training
5. E-PIC
6. Two professional references
7. Apply via The Locker
8. Pay \$100 fee

Education

Ethics & Respect Training



Organization Implementation Checklist – Ethical Behaviour

National Sport Organization / PTSO

- ✓ NSO National Team Staff / PTSO Staff are required to complete comparable training too:
 - ✓ NCCP Making Ethical Decisions
 - ✓ NCCP Empower Plus
 - ✓ CAC Safe Sport Training
 - ✓ +/- or Respect Group Training or Commit to Kids Training
 - ✓ + / or NSO relevant program
- ✓ NSO endorses a 1-800 hotline for reporting unethical behaviour
- ✓ NSO / PTSO reviews safe sport training requirements

Ethics and Respect Training

Increasing coaches' ethical conduct and ethical behaviour toward athletes requires that coaches be trained to understand what it means to act ethically.



Mobilizing the bystander to act rather than relying on just changing behaviors.

NCCP Make Ethical Decisions

- Updated content with new scenarios
- MED reflects:
 - current initiatives and resources: RCM, Canadian Centre for Child Protection
 - ethical / legal situations coaches face more often
- Stronger emphasis and increased information on legal obligations of coach:
 - Liability
 - Vicarious liability
 - How to handle legal situations, with or without children
- Videos to help support scenarios



CANADIAN CENTRE
FOR ETHICS IN SPORT



coach.ca | Coaching Association of Canada
Association canadienne des entraîneurs

Coaching Association of Canada's



Launched April 1, 2020

Safe Sport Training Content:



Acknowledgement

- Understand roles
- Understand misuse of power
- UCCMS



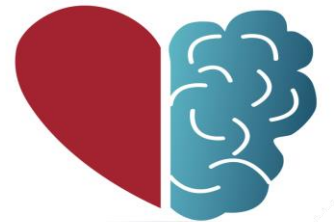
Awareness

- Types of Maltreatment
- How maltreatment occurs in sport
- ID signs and symptoms



Actions

- Prevention of Maltreatment
- Report maltreatment
- Safeguard participants in sport



Coaching Association of Canada's



Available and recorded
on a transcript via
The Locker

- **eLearning**, Available in **French & English**
- Fully **accessible**
- Available on all **technology devices**
- Approximately **1.5 hours** to complete
- Certified Coaches will receive **Professional Development** points
- Built for 3 audiences:
 - Decision Makers
 - Direct Athlete Contact
 - No Direct Athlete Contact

Respect in Sport



Respect Training:

Important training tool to:

- better understand and recognize maltreatment, and abuse in sport
- to better understand current issues in Sport
- Recognized in your NCCP Locker
- If certified you will receive 3 PD points towards Maintenance of Certification

CANADIAN CENTRE
FOR ETHICS IN SPORT



Canadian Centre for Child Protection



CANADIAN CENTRE for CHILD PROTECTION®
Helping families. Protecting children.

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Online Training -

[Commit to Kids](#)
[Commit to Kids for Coaches](#)
[Kids in the Know](#)
[Teatree Tells](#)

MECC +

Donate +

Careers +

Online Training:

Commit to Kids for Coaches



Price	Length	Requirements
\$12 Group rate available for organizations purchasing for 10+ individuals	8 modules 2hr 30min Training can be completed in one or multiple sittings	<ul style="list-style-type: none">• <u>NCCP</u> ID number• Computer, tablet, or smartphone with access to the internet*

Commit to Kids for Coaches

Training focuses on the Process of Grooming

- Recognition of Misconduct
- Provides thresholds and tips for reporting
- Guidelines of proactive conduct
- Recognized in The Locker
- Certified coaches will receive 3 PD Points towards Maintenance of Certification



ACD
ADVANCED COACHING DIPLOMA

Coach Driven | Expert Led | Peer Enriched |
Mentor Supported | Structured Learning Community

The most extensive NCCP training offered to Canada's top coaches.



National Coaching Certification Program



“This course was career-altering for me. I believe it was one of the most beneficial coaching educational experiences I have ever had.”

Checklists, Tools and Resources

Coach.ca

Responsible Coaching Movement

Home > Sport Safety > Responsible Coaching Movement

Share

View

Access control

Edit

Delete

Revisions

Devel

Translate

The Responsible Coaching Movement (RCM) is a call to action for sport organizations, parents, and coaches to enact responsible coaching across Canada – on and off the field.

The RCM is a multi-phase movement that affects all sport organizations and coaches across Canada. It stems from extensive and ongoing consultation with the sport community in Canada that showed us some of the systemic issues in sport, the role various parties play, and strategies for addressing these issues.

The Coaching Association of Canada and the Canadian Centre for Ethics in Sport support the Canadian sporting community in improving practices that ensure the health, safety and well-being of all participants.



Sport Safety

For Parents

For Sport Organizations

For Coaches

> Responsible Coaching Movement

Sport Safety Helplines

CANADIAN CENTRE
FOR ETHICS IN SPORT



coach.ca

Coaching Association of Canada
Association canadienne des entraîneurs

CAC Partnership with Kids Help Phone

- five-year partnership
- broaden valuable support services and resources to young people within the sport community in Canada

KidsHelpPhone.ca
1 800 668 6868

Kids Help Phone

Canadian Sport HELP line

1 888 837 7678



CANADIAN SPORT
HELPline

  1-888-83SPORT (77678) 8 am - 8 pm (ET)
7 days a week

@ info@abuse-free-sport.ca

 www.abuse-free-sport.ca

Canada

CANADIAN CENTRE
FOR ETHICS IN SPORT



coach.ca | Coaching Association of Canada
Association canadienne des entraîneurs

RCM Take The Pledge! Déclarer votre engagement!

 <p>RESPONSIBLE COACHING MOVEMENT</p> <p>CLICK HERE TO TAKE THE PLEDGE</p>	<p>Responsible Coaching Movement Pledge Statement</p> <p><i>Our sport organization pledges to align our practices with Phase 1 of the Responsible Coaching Movement and is committed to ensuring that our athletes and coaches are protected.</i></p>
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Short-term Focus:



Coach Support

Safe Sport Talk
Groups
Ask an expert
ACD
Modifications



Learning Forums

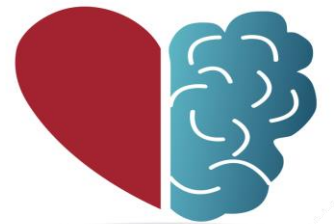
D&I, Safe Sport
Communities of
Practice

Webinars
Rule of Two



Tools

Templates:
Travel +
Screening Policy
FAQs
Contracts
Case studies



Current Resources

>>> COMMUNITIES OF PRACTICE



A how-to model for building social learning spaces

A Community of Practice (CoP) is a high-value, low-cost initiative to connect people with a passion for learning, developing, and growing together related to their practice.



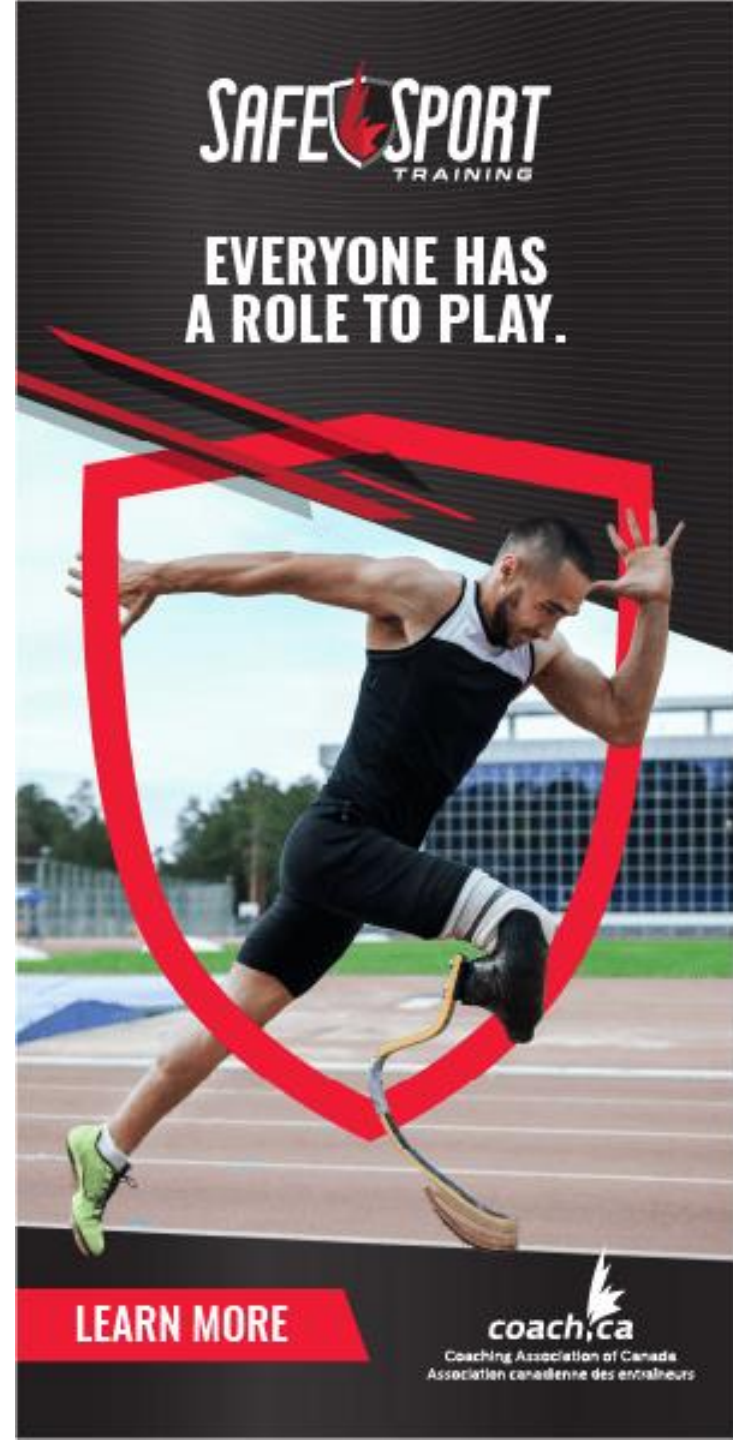
Coaching Through Covid

LIVE WEBINARS

[Webpage](#)



Dr. Adrienne Leslie-Toogood
October 14 3-4 PM EST



Click on the NCCP link below to access all NCCP multi-sport modules:

Notable
mentions



1. Aboriginal Coaching Modules: Holistic Coaching, Dealing with Racism
2. Coaching Athletes with a Disability
3. Special Olympics Canada: Diversity and Inclusion Module

New Resources available via The Locker Q1 2021

- Creating a Positive Sport Environment
- Mental Health Elearning module
- Leading a Return to Sport

Support Through Sport Series – 4 modules

1. Understanding Teen Dating Violence
2. Gender-Based Violence in Sport
3. Being an Ally
4. Modelling Healthy Relationships

The Locker

LOGIN

NCCP# or Email

[lookup my NCCP#](#)

Password

[Forgot password?](#)

Remember Me

☐

[Don't have an NCCP#? Create one now!](#)

LOGIN

Understanding Teen Dating Violence

START MODULE

DETAILS ▼

Support
Through
Sport

**What role can CAC play in supporting you,
your coaches,
your organization
and/or the sport community
in sport safety initiatives?**



Thank you - Merci - Meegwetch

Isabelle Cayer

Director, Sport Safety | Directrice, Sécurité dans le sport

613-235-5000, 2376 icayer@coach.ca | www.coach.ca

**CANADIAN CENTRE
FOR ETHICS IN SPORT**



Coaching Association of Canada
Association canadienne des entraîneurs