



# SAFE & WELCOMING SPORT

**RISE UP**

**CAS Safe & Welcoming Sport**

**viaSport Standards**

**BCAS Standards**







# ACTION PLAN FOR A SAFE & INCLUSIVE ENVIRONMENT

It is the duty of Canada Artistic Swimming to provide the tools for athletes to reach their ultimate dream but also to provide a safe & inclusive environment for all, **placing the human, ahead of the athlete.**

The purpose of this action plan is to be clear about our ambitions. We aim to be a leader in a new and better sport environment. **Review all our practices, create new standards, and embrace change.**

**SAFE & WELCOMING SPORT**

+

**HEALTH & WELL-BEING**

+

**PERFORMANCE CULTURE**

+



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## SAFE & WELCOMING SPORT -

- Complete review of current policies and practices
- Simplify and expand reporting mechanisms
- Increase awareness and education
- Self and peer monitoring
- Training and supports for Equity, Diversity & Inclusion

## HEALTH & WELL-BEING +

## PERFORMANCE CULTURE +



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## SAFE & WELCOMING SPORT

+

## HEALTH & WELL-BEING

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- Sport-Life balance focus
- After-career Athlete support
- Mental and physical health prioritized
- Overall culture change
- ReSpect of diversity

## PERFORMANCE CULTURE

+



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## SAFE & WELCOMING SPORT

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## HEALTH & WELL-BEING

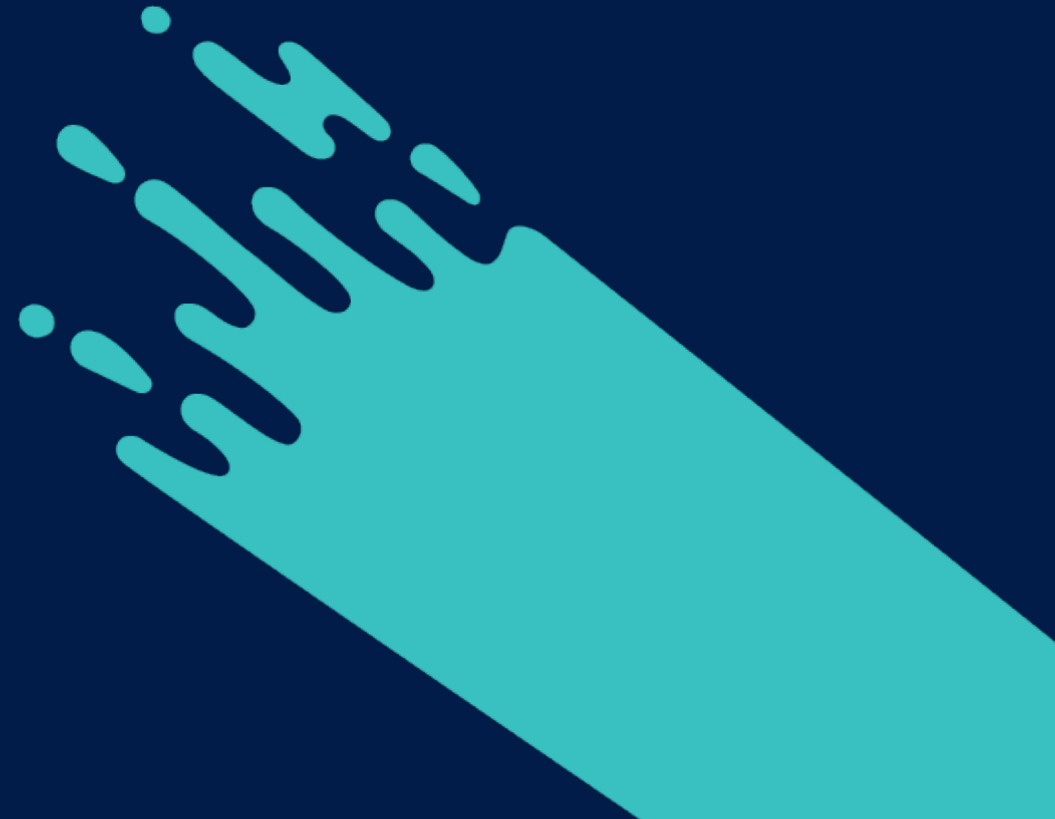
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## PERFORMANCE CULTURE

-

- New judging system
- Culture revitalization project - person & performance balance
- best-practice training approaches & Education in new coaching methods
- onboarding processes for coaches & other staff

# CAS SAFE AND WELCOMING SPORT PROGRAMMING 2021



# OVERVIEW

- CAS Safe Sport Program Introduction
- CAS Safe and Welcoming Policy Suite (in revision)
- Complaint Process
- Principle of Rule of 2
- Flowchart (in revision)
- Safe Sport Resources



# CAS SAFE AND WELCOMING SPORT PROGRAM

## Introduction to CAS Safe and Welcoming Sport Program

- <https://artisticsswimming.ca/safe-sport/>

**OUR APPROACH**

- PROMOTING**  
A SAFE ENVIRONMENT  
[FIND OUT MORE](#)
- PROTECTION**  
THROUGH PREVENTION  
[FIND OUT MORE](#)
- PROVIDING**  
A REPORTING AND  
RESOLUTION  
FRAMEWORK  
[FIND OUT MORE](#)



# CAS SAFE AND WELCOMING SPORT PROGRAM

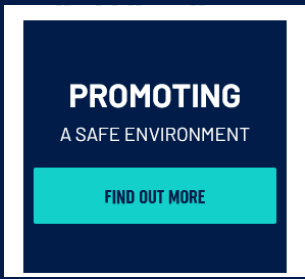
**PROMOTING**

A SAFE ENVIRONMENT

**FIND OUT MORE**



# CAS POLICY SUITE



## NEW SAFE AND WELCOMING SPORT POLICY SUITE:

- Safe and Welcoming Sport/Athlete Protection Statement
- Definitions Policy
- EDI Policy (posted)
- Conduct Policy (revise and include social media policy information within)
  - Conflict of Interest Policy (new – pull out from Conduct Policy)
  - Harassment and Abuse Policy (new – pull out from Conduct Policy)
- Discipline and Complaints / Dispute Resolution Policy (revise)
- Appeals Policy (review for consistency)



# CAS SAFE AND WELCOMING SPORT PROGRAM

**PROTECTION**

THROUGH PREVENTION

**FIND OUT MORE**



# RULE OF 2



All interaction and communication (including electronic) with athletes should be

- Transparent
- Accountable
- Tied to Coaching/Administrative Duties
- With two coaches/team staff present



# RULE OF 2

**PROTECTION**  
THROUGH PREVENTION

[FIND OUT MORE](#)

- When meeting with athletes
  - 2 screened coaches/team staff in any meeting
  - One coach/team staff should be of same gender or appropriate gender identity of the athlete
  - Preferably, meet in an open/transparent environment
  - If you must meet alone, must be in an open, public space
- When electronically communicating with athletes
  - Communicate about coaching/sport-related business only
  - Include additional coach/team staff copied on all communication
  - If sending pictures/video, must provide coaching context
- When coaching athletes during practice/competition
  - Should be open/transparent (not in changing room)
  - Additional screened coach/team staff should be within earshot, if having one-on-one conversation



# SCREENING REQUIREMENTS



- Who is required to have an Enhanced Police Information Check (E-PIC) and where must it be shared?

Designated Position	Organization(s)
Any coach over the age of 18	CAS, PTSO & affiliated club
Level 3 Judge or higher	CAS, PTSO & affiliated club (if any)
Level 1&2 Judge	PTSO & affiliated club (if any)
All other designated positions	The organization(s) for which the Participant is working or volunteering

- E-PIC Validity Period: 5 Years
- Other Background Checks that could be requested
  - Vulnerable Sector Check\*, Reference Check, Employment Verification, Education/Credentials Verification, Social Media Check, Driver's Abstract, International Background Check
- More Information: [CAS Screening Policy](#)



# ETHICS TRAINING



- **Mandatory Training for Coaches:**

- Respect in Sport for Activity Leaders (Renewal every 3 years)
- Making Ethical Decisions – all Coaches AquaGo! Instructor level or higher successfully complete the CAC Making Ethical Decisions Training AND the online evaluation

- **Mandatory Training for Officials:**

- Effective January 1, 2021 all officials in the country must be either Respect in Sport for Activity Leader or Coach Association of Canada's (CAC) Safe Sport Training certified
- Renewal is every 3 years

- **Additional Education Courses:**

- [Commit2Kids for Coaches](#)
- [CAC Leading a Return to Sport Participation](#)

- More information: [CAS Coach Registration & Certification Policy](#)



# PARENT EDUCATION



- Safe Sport education is essential for everyone involved in sport – including parents/caregivers
- In the club system – Parent/Caregiver courses are not mandatory, but can be promoted
  - Respect in Sport – Parents
  - CAC Safe Sport Training (can select they are parents of athlete)



# CAS SAFE AND WELCOMING SPORT PROGRAM

**PROVIDING**

A REPORTING AND  
RESOLUTION  
FRAMEWORK

**FIND OUT MORE**



# COMPLAINT PROCESS

PROVIDING

A REPORTING AND  
RESOLUTION  
FRAMEWORK

FIND OUT MORE


- CAS Complaint process follows the [CAS Discipline & Complaints Policy](#) or the CAS Dispute Resolution process
- Feedback or Complaints are made following the CAS Issue/Complaint intake process – includes link to standard Alias intake questionnaire – from PTSO or CAS website (eventually clubs too)
- Issue/Complaint Intake Officer (is currently the Safe Sport Officer or designated provincial contact) determines which official process the complaint will be addressed through:
  - Could include any of the following:
    - Dispute Resolution process or formal Investigation
    - Summary of Investigation Report
    - Findings or No Findings from Investigation
    - Mediation or Discipline Panel
- Issue Reporting or Complaints cover all types of breaches of the [CAS Conduct Policy](#)
- Any Appeals follow the [CAS Appeals Policy](#)



# COMPLAINT PROCESS


**PROVIDING**  
A REPORTING AND  
RESOLUTION  
FRAMEWORK

**FIND OUT MORE**



- NEWS
- EVENTS & RESULTS >
- TEAM CANADA >
- ATHLETES & PROGRAMS >
- ABOUT CAS >
- RESOURCES >
- SAFE SPORT >**
- ONLINE REGISTRATION
- COVID-19 RESOURCES
- SHOP
- FRANÇAIS
- Q

info@artisticswimming.ca




# SAFE AND WELCOMING SPORT RESOURCES

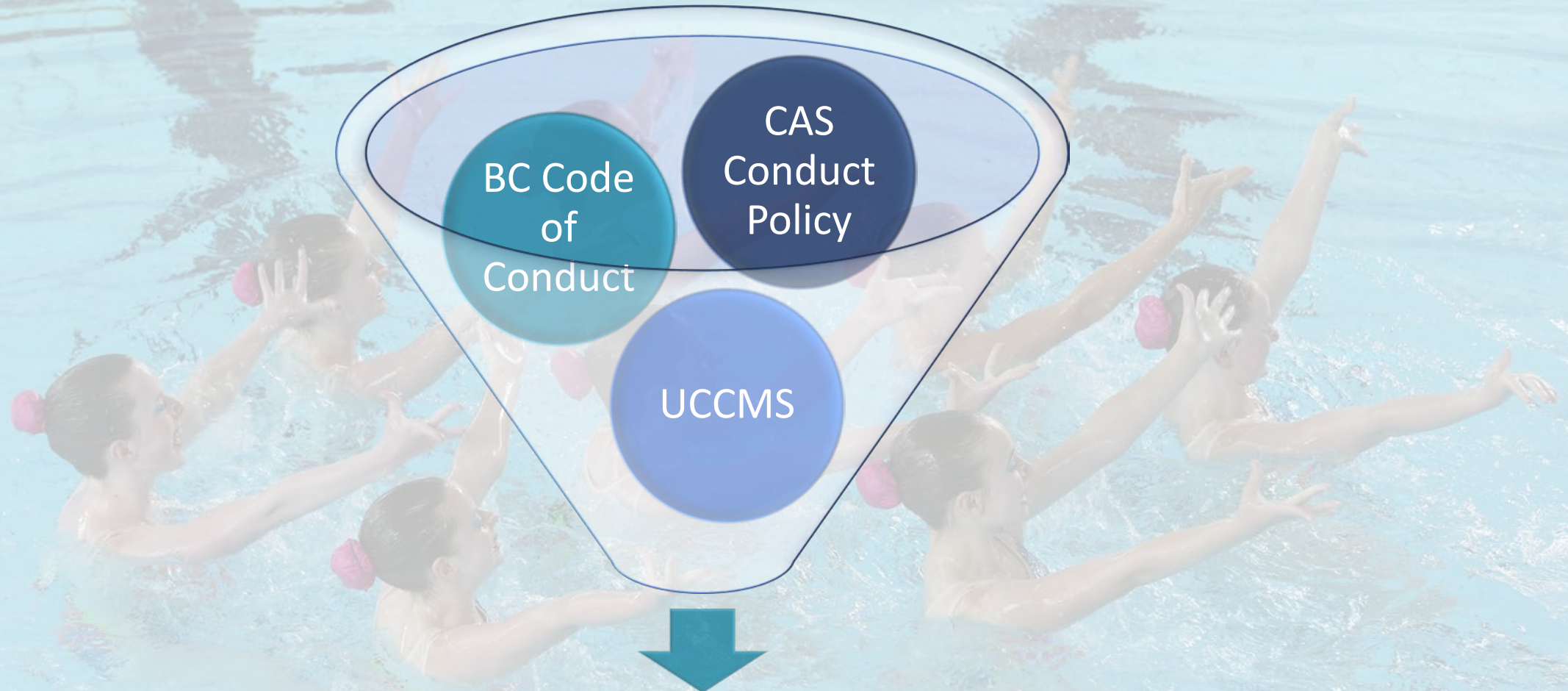
- Safe sport initiatives are important for all Club, PTSO and National Boards to be aware of
- Will continue to evolve as social change impacts sporting contexts in Canada
- We will all need to stay updated on developments through CAS, PTSO and other websites



# BCAS Safe & Welcoming Sport



# Conduct Policies

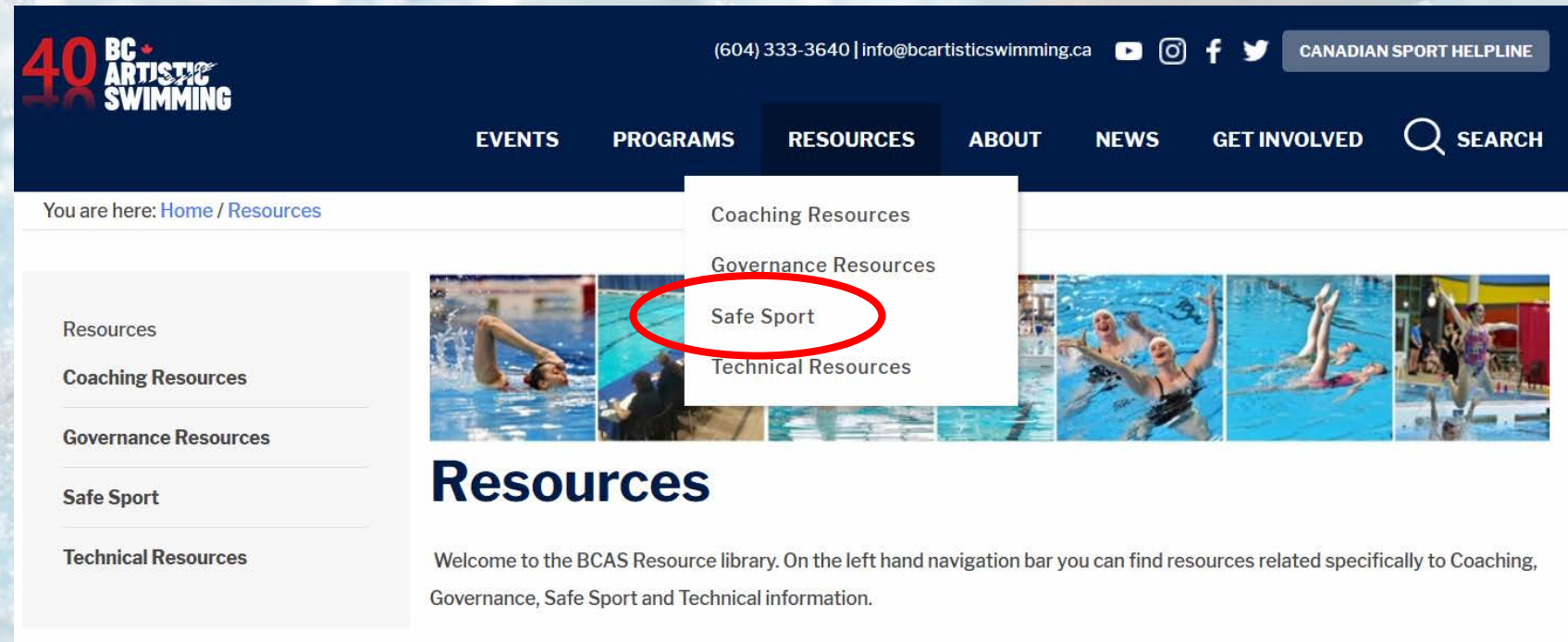


**BCAS Conduct Policy**

# Safe Sport Resources

Canadian Sport Helpline  
CAS Safe Sport Officer

Making Ethical Decisions  
Positive Space in Sport  
Respect in Sport  
Responsible Coaching  
Movement  
True Sport  
Anti-Doping  
Screening Program  
Concussion Management  
Water Safety



The screenshot shows the website for BC Artistic Swimming. The top navigation bar includes links for EVENTS, PROGRAMS, RESOURCES, ABOUT, NEWS, and GET INVOLVED, along with a search icon. The 'RESOURCES' link is highlighted, and a dropdown menu is open, showing 'Coaching Resources', 'Governance Resources', 'Safe Sport' (circled in red), and 'Technical Resources'. On the left side of the page, there is a vertical navigation bar with links for Resources, Coaching Resources, Governance Resources, Safe Sport, and Technical Resources. The main content area features a row of images showing swimmers in action, followed by the heading 'Resources' and a welcome message: 'Welcome to the BCAS Resource library. On the left hand navigation bar you can find resources related specifically to Coaching, Governance, Safe Sport and Technical information.'

# Canadian Sport Helpline



(604) 333-3640 | info@bcartisticswimming.ca



CANADIAN SPORT HELPLINE

[EVENTS](#)

[PROGRAMS](#)

[RESOURCES](#)

[ABOUT](#)

[NEWS](#)

[GET INVOLVED](#)



[SEARCH](#)

**Powerful. Creative.  
Dynamic. Inclusive.**

**Welcome to artistic swimming in  
British Columbia**



# Canadian Sport Helpline



Email

[info@abuse-free-sport.ca](mailto:info@abuse-free-sport.ca)



Phone/Text Message

1-888-83SPORT

1-888-837-7678

**WELCOME TO  
THE CANADIAN SPORT HELPLINE**

## **Business Hours**

8 am - 8 pm  
(Eastern Time)  
7 days a week

## **Promotional Material**

11 x 17 Poster  
Business Card  
Promo Image (JPEG format)

PowerPoint Slides

# Recommended Training



## SAFE SPORT TRAINING

Creating a culture where everyone can thrive is a shared responsibility. The Safe Sport Training module developed by the Coaching Association of Canada (CAC) will help anyone involved in sport identify and prevent situations of maltreatment.

Together, we can make sport safe for everyone.



[FAQ](#) [Log In](#) [En français](#)



CANADIAN CENTRE for CHILD PROTECTION™  
*Helping families. Protecting children.*

## Virtual Training Academy

Email address

Password

[Log In](#)

[Forgot your password?](#)

Users must be licensed to use the Virtual Training Academy. If you are not yet licensed for the modules you would like to access, [contact us](#) today.

The Canadian Centre for Child Protection's Virtual Training Academy is designed for individuals who are working with

# EVOLVE INITIATIVE

## Focused development of skills and resources – BCAS, Clubs, Coaches

<b>Foundation</b>	Organizational Development – BCAS + Clubs Helping organizations lead
<b>Intervention</b>	Interpersonal Communications Conflict Management + Communications
<b>Growth</b>	Coaching Development New coaching strategies + Advance Coach Project
<b>Prevention &amp; Environment</b>	Safe Sport   The Organizations We Want To Be Ability to self-monitor, increase inclusivity
<b>Sharing</b>	Project Communications, Shared Learning Marketing – Blog, Branding, Showcasing Synchro in BC
<b>Impact Measurement</b>	Project Evaluation – U of Ottawa

# Questions

