



True Sport Policy

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Preamble

True Sport is a series of programs and initiatives designed to give people, communities, and organizations the means to leverage the many benefits of sport from a platform of shared values and principles. Through public consultation, Canadians have expressed that they want their sport experience to be based on the values of **fairness, excellence, inclusion, and fun.**

True Sport is dedicated to the notion that good sport can make a great difference. It is their mission to deliver programs and initiatives that:

- Enable participants, parents, coaches, and officials to articulate and act upon their deeply held belief in the virtues of good sport
- Enable participants, parents, coaches, and officials to identify with others holding similar values
- Create a fair, safe, and open atmosphere where good sport can grow stronger through inclusive competition at all levels.

To achieve these goals, True Sport promotes seven True Sport Principles:

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

The Principles need to be in play at all times, working in perfect balance with one another, for sport to be truly good and have the opportunity to make the greatest difference. True Sport teams, clubs, athletes, coaches, and teachers commit to these Principles for Sport.

Application

This policy has been prepared by BC Artistic Swimming and is a global policy applicable to all artistic swimming activities in British Columbia and all BCAS members, including but not limited to the BCAS Board of Directors and staff, clubs and their executives and staff, athletes, coaches, officials, and volunteers.

Clubs may adopt this True Sport Policy or use this document as a template to create a club-specific True Sport Policy, however, a Club can only strengthen, but cannot weaken, the commitments, application, or scope set out in this policy.

Purpose

1. The purpose of this policy is to provide an overarching guiding statement on BC Artistic Swimming's commitment to Managing by Values and to live the True Sport Principles. In general, this policy gives guidance as it describes how BC Artistic Swimming makes decisions in a way that aligns with its organizational values and the True Sport Principles. This policy has other purposes as well, namely:
 - a) Reinforces BC Artistic Swimming's commitment to creating a values-based and principle-driven culture from executive boardroom to pool deck;
 - b) Gives context to BC Artistic Swimming's commitment to manage risk effectively;
 - c) Supports decision making by ensuring alignment with organizational values and the True Sport Principles when applicable to field of play;
 - d) Enhances BC Artistic Swimming's brand, reputation and image;
 - e) Performs an educational function for staff, Board of Directors, members and stakeholders; and
 - f) Helps to ensure a sustainable transfer of philosophy as leadership changes over.

Missions, Vision and Values

2. BC Artistic Swimming has the following mission, vision, and values:
 - a) **Mission**
BC Artistic Swimming leads growth and development in artistic swimming.
 - b) **Vision**
BC Artistic Swimming envisions an inclusive and accessible sport community inspiring excellence.
 - c) **Values**
We are guided by five key values:
 - We are connected as a True Sport COMMUNITY.
 - We strive for EXCELLENCE.
 - We offer INCLUSIVE programs.
 - We act with INTEGRITY.
 - We communicate RESPECTFULLY.
 - d) **Declaration**
Our athletes are the heart of our community.
We nurture collaboration, life-long learning, and sport for life.
We strive for innovation, excellence, and integrity in and out of the pool.
We celebrate our collective journeys honoring our past, present, and future.

We foster growth.
We believe in fulfillment.
We welcome everyone.
We are a vibrant community.
Joy...Unity...Movement...Passion.

3. BC Artistic Swimming commits to a Management by Values philosophy that aligns decisions with its organizational values. Specifically, the following commitments are made by leaders of the organization:
 - a) BC Artistic Swimming:
 - i. Defines a list of values that reflect its culture and ethos;
 - ii. Communicates organizational values to prospective staff by including them in the interview process, as well as promoting visibly within the organization, sharing on the website, and including on letterhead and other communications materials;
 - iii. Educates staff, Board of Directors, members and stakeholders on methods to align organizational values with decisions by ensuring they are included and reflected in the decision-making process, added to agendas, and are included up front when beginning meetings;
 - iv. Evaluates the performance of staff, the Board of Directors and the organization according to its organizational values by incorporating them into the performance management process;
 - v. Manages risks by ensuring that identified risks and risk treatment strategies are evaluated in accordance with BC Artistic Swimming values (See Risk Management Policy);
 - vi. Expresses its commitment to sharing its values with stakeholders by including them in public comments, stakeholder engagement sessions, and when speaking on behalf of BC Artistic Swimming; and
 - vii. Commits to reviewing their organizational values as part of its strategic plan renewal process.

Commitment to the True Sport Principles

4. The True Sport Principles are the expressed commitment by BC Artistic Swimming to ensure a safe, inclusive, welcoming, and positive environment for athletes, supported by coaches, parents, officials and administrators. BC Artistic Swimming believes that adhering to these field of play principles will encourage an optimal sport environment for all participants. Furthermore, BC Artistic Swimming will benefit from aligning with other sport organizations who also believe in and are promoting these principles.
5. The True Sport Principles are as follows:
 - **Go for It** – Rise to the challenge – always strive for excellence. Discover how good you can be.
 - **Play Fair** – Play honestly – obey both the letter and spirit of the rules. Winning is only meaningful when competition is fair.
 - **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.
 - **Keep it Fun** – Find the joy of sport. Keep a positive attitude both on and off the field.
 - **Stay Healthy** – Place physical and mental health above all other considerations – avoid unsafe activities. Respect your body and keep in shape.
 - **Include Everyone** – Share sport with others. Ensure everyone has a place to play.
 - **Give Back** – Find ways to show your appreciation for the community that supports your sport and helps make it possible.

6. BC Artistic Swimming demonstrates a meaningful commitment to the True Sport Principles through many actions and activities including, but not limited to, the following:
 - a) Publicly commit to True Sport by adding BC Artistic Swimming name and contact information at <https://truesportpur.ca/join>;
 - b) Integrate organizational values and the True Sport Principles into other policies and practices to enhance alignment and to minimize risks.
 - c) Add a [True Sport logo](#) to the BC Artistic Swimming letterhead;
 - d) Announce BC Artistic Swimming commitment in a joint media release with True Sport to support the integration of the True Sport Principles;
 - e) Incorporate the True Sport brand and messaging in a manner that upholds our commitment to fair, inclusive and ethical sport <https://truesportpur.ca/display-true-sport-0>;
 - f) Educate coaches and athletes on BC Artistic Swimming commitment to the True Sport Principles by incorporating them in coach education materials, workshops, and evaluation.
 - g) Monitor and evaluate how well the True Sport Principles are being lived on the field of play through annual membership survey and by engaging athletes.

Planning and Governance

7. BC Artistic Swimming pledges to ensure its governance and operations reflect the commitment to its organizational values and the True Sport Principles in the following ways:
 - a) **Legal requirements:** BC Artistic Swimming will adopt, maintain, and monitor comprehensive policies that meet legal requirements and stakeholder expectations.
 - b) **Strategy:** BC Artistic Swimming will have a strategic plan that reflects BC Artistic Swimming mission, vision, values, and the True Sport Principles.
 - c) **Program implementation:** Staff will reflect the organizational values and the True Sport Principles in the implementation and delivery of their programs.
 - d) **Governance:** BC Artistic Swimming will have a diverse blend of directors who commit to adhering to the principles of True Sport, a Management by Values philosophy, and to serve their fiduciary duties. Directors commit to managing any and all conflicts in accordance with the BCAS Communications Guidelines or Conflict of Interest Policy. .
 - e) **Risk Management:** BC Artistic Swimming manages risks by having a risk management program and policy, a process to identify, assess, and mitigate risks, a risk registry that captures high to very high-level risk, defined risk tolerance between staff and Board of Directors, and a process to continually educate and communicate its commitment to manage risks to staff, Board of Directors, members, and key stakeholders.
 - f) **Education and Communications:** BC Artistic Swimming commits to educate its Board of Directors, staff, funders, sponsors, members, and stakeholders on its commitment to Management by Values and the True Sport Principles.

Scope and Authority

8. The Executive Director is the designated staff person responsible for the implementation, maintenance, and communication of this policy. It is understood that the Executive Director works with the Board of Directors and staff to ensure that BC Artistic Swimming values and the True Sport Principles are considered according to this policy, which applies to all decision and activities undertaken on behalf of BC Artistic Swimming.

Reporting and Ongoing Monitoring

9. To ensure that the True Sport policy remains a high priority within BC Artistic Swimming, and to promote an organizational culture that embraces a values orientation, adherence to a Management by Values philosophy and the True Sport Principles will be included on the agenda of every regular Board meeting, to continue to shape the quality of decisions that impact BC Artistic Swimming.

10. BC Artistic Swimming recognizes that proactive communication is an essential part of the Management by Values philosophy and helps to create a climate that encourages adherence to the True Sport Principles. This policy will be communicated to staff, Board of Directors, members, committees and volunteers throughout the year and BC Artistic Swimming will report on progress made in relation to outcomes related to this policy.