

# Applying Safe Sport in your Sport Community

Coaching Association of Canada



**coach.ca**

Coaching Association of Canada  
Association canadienne des entraîneurs

# About the Coaching Association of Canada (CAC)

The [Coaching Association of Canada](#) educates and certifies coaches and celebrates their achievements at all levels of sport. Through its coach education, research, and advocacy programs, the CAC unites partners and stakeholders in its commitment to raise the skills and stature of coaches, and ultimately to expand their reach and influence.

## **Vision**

Inspire a nation through sport.

## **Values**

- We seek to understand.
- We cultivate inclusion.
- We are curious.
- We act with courage.
- We lead and serve with gratitude.

## **Mission**

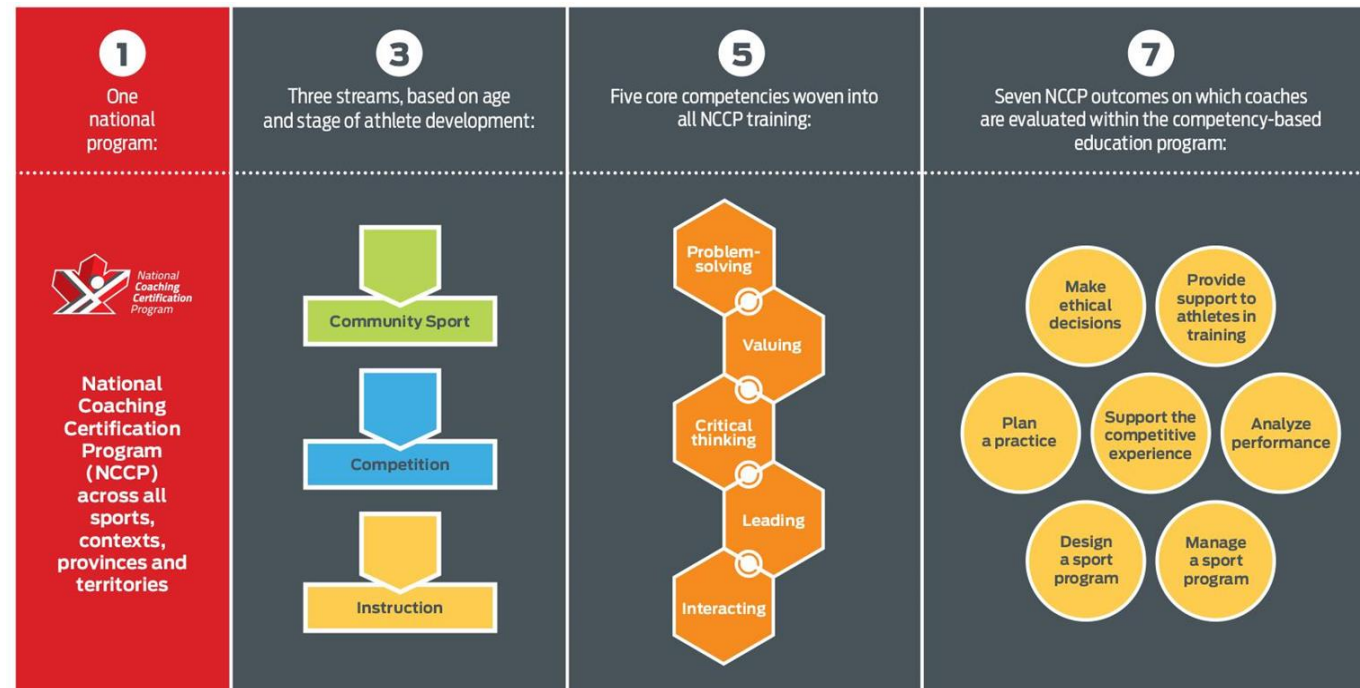
Enhance the experience of all athletes and participants in Canada through quality coaching.

## **What We Do**

- Education, Training and development
- Leadership
- Quality Coaching
- Organizational Excellence

# About the National Coaching Certification Program (NCCP)

- Launched in 1974, the NCCP is the CAC's flagship program, and is recognized around the world.
- Our content is evidence based and research informed.



# CAC in the Sport System

The CAC Partner network includes:

- **Government of Canada**
- **National Sport Organizations (NSOs)**
- **Provincial/Territorial Coaching Representatives (PTCRs)**
- **Canadian Sport Centres and Institutes (CSCs/CSIs)**
- **Provincial/Territorial Aboriginal Sport Bodies (PTASBs)**
- **National Multi-Sport Service Organizations**
- **Corporate Partners and Sponsors**



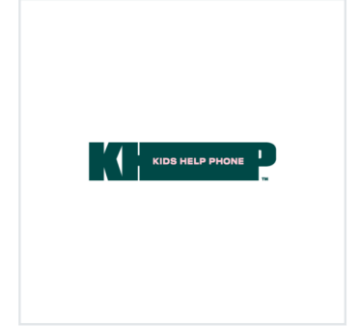
Aboriginal Sport Circle



Canada Games Council



Canadian Centre for Ethics in Sport



Kids Help Phone



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

# Understanding Sport Safety

**Sport Safety** is the ability to understand the factors that contribute to physical, psychological, spiritual, and emotional health and well-being, in order to create quality sport environments.

**Quality sport environments** promote safety through education and prevention and are free of abuse, harassment, discrimination, neglect.

Sport Safety incorporates a culture of empathy, inclusion, belonging and excellence and one that **coaches and officials** strive to implement within their training and competition environments.

# Understanding Sport Safety

**Goal:** Create quality sport environments through collective effort

## **Sport Safety is comprised of:**

- Safe Sport
- Responsible Coaching Movement
- Professional Coaching Program
- Equity, Diversity, Inclusion and Accessibility
- Gender-based Violence
- Mental Health

# Safe Sport

**Safe Sport** involves the reasonable expectation that the sport environment will be free from all forms of maltreatment (that is, abuse, neglect, bullying, harassment and discrimination) and that it will be accessible, safe, welcoming and inclusive.

Forms of maltreatment (as defined in the Universal Code of Conduct):

- Bullying
- Hazing
- Neglect
- Physical abuse
- Sexual abuse
- Psychological abuse
- Discrimination

**Official**

**coach**

**A power Imbalance is presumed to exist where an individual ....**

1. ... has authority or control over another person.
2. ... is in a position to confer, grant or deny a benefit or advancement to the person.
3. ... is responsible for the physical or psychological well-being of the person.

**volunteer**

**judge**

**parent**



# UCCMS: Maltreatment and Other Prohibited Behaviours

## Universal Code of Conduct to Prevent and Address Maltreatment in Sport

— 2025 —

- 5.2 Psychological Maltreatment
- 5.3 Physical Maltreatment
- 5.4 Neglect
- 5.5 Sexual Maltreatment
- **5.6 Grooming**
- **5.7 Boundary Transgressions**
- 5.8 Discrimination
- 5.9 Subjecting a Participant to the
- Risk of Maltreatment
- 5.10 Aiding and Abetting
- 5.11 Failure to Report
- 5.12 Intentionally Reporting a False Allegation
- 5.13 Interference with or Manipulation of Process
- 5.14 Retaliation



**Only for “Maltreatment” as defined in the UCCMS!**



Responsible Coaching Movement (RCM)

# Checklist for Sport Organizations



To guide sport organizations with resources to embedding safe sport practices, the Coaching Association of Canada has developed a RCM Checklist that includes resources, templates and useful links. The checklist is updated regularly with the most current information and tools and can be found on [coach.ca/RCM](https://coach.ca/RCM).

## Considerations for taking the Responsible Coaching Movement (RCM) pledge

- Review all RCM requirements

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- Invite a [Provincial/Territorial Coaching Representative \(PTCR\)](#) or safe sport representative ([sportsafety@coach.ca](mailto:sportsafety@coach.ca)) to attend a meeting with your stakeholders to present the RCM details.

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- Discuss the RCM with your stakeholders at Board meetings, Annual General Meetings (AGM) with your membership, meetings with staff, parents/guardians, coaches, athletes/participants, and volunteers.

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- Seek Board approval to take the RCM pledge and commit to the three pillars of the RCM.

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# Responsible Coaching Movement


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.



# Responsible Coaching Movement

## Safety in Numbers

# Rule of Two



The goal of the Rule of Two is to ensure all interactions and communications are open, observable, and justifiable. When following the Rule of Two, two responsible adults (a coach, parent, or screened volunteer) are present with a participant. There may be exceptions in emergency situations. Check with your sport organization as to how the Rule of Two is enforced.

The Rule of Two is a leading practice to ensure a safe sport environment for all.

## Protecting People

# Background Screening



Background screening ensures applicants to your sport organization — including staff, coaches, and volunteers — meet the important requirements to participate in all activities.

## Empowering Coaches

# Ethics Training



Ethics training ensures coaches have the knowledge, confidence and skills needed to effectively manage challenging situations.

### INTERACTIONS

 <ul style="list-style-type: none"> <li>Two trained and screened coaches</li> <li>One participant</li> </ul>	 <ul style="list-style-type: none"> <li>One trained coach</li> <li>One screened adult</li> <li>One participant</li> </ul>	 <ul style="list-style-type: none"> <li>One coach</li> <li>Two participants</li> </ul>	 <ul style="list-style-type: none"> <li>One coach</li> <li>One participant</li> </ul>
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### How the Rule of Two works

- Work as a team.** A coach should have another coach or screened adult (parent or volunteer) present when interacting with participants.
- Remain open to the public.** Have a training environment that ensures all situations are open, observable and justifiable.
- Plan transportation.** Have two adults present when traveling with a participant(s), and refer to your club travel policy.
- Be sensible.** Be considerate of the gender of the participant(s) when selecting coaches or volunteers.
- Transparent communication.** Ensure that all communications are sent to a group and/or include parents/guardians, without one-to-one messaging.

### The Rule of Two in virtual settings

In addition to the recommended guidelines, virtual training sessions also entail the following:

- Parental awareness.** Obtain consent for virtual sessions, plus inform parents of activities that will occur.
- Record each session** and they should be in a professional setting (not a bedroom).
- Weekly debriefing.** Encourage regular check-ins with parents, coaches, and participants about the virtual training.

### Screening tools include



Detailed job postings



Police information checks



Interviews



Reference checks

### Background Screening Resources

### Lifelong learning through numerous training modules helps coaches to:



Expand their knowledge throughout their career



Identify legal, ethical, and moral implications




Recognize and prevent maltreatment

### Support existing and new coaches in their training or certification

**Available : Framework- easy to implement, policy templates and tools**

# Responsible Coaching Movement: Rule of Two





**Safety in Numbers**  
**Rule of Two**











The goal of the Rule of Two is to ensure all interactions and communications are open, observable, and justifiable. When following the Rule of Two, two responsible adults (a coach, parent, or screened volunteer) are present with a participant. There may be exceptions in emergency situations. Check with your sport organization as to how the Rule of Two is enforced.

The Rule of Two is a leading practice to ensure a safe sport environment for all.

**INTERACTIONS**

 <ul style="list-style-type: none"><li>• Two trained and screened coaches</li><li>• One participant</li></ul>	 <ul style="list-style-type: none"><li>• One trained coach</li><li>• One screened adult</li><li>• One participant</li></ul>	 <ul style="list-style-type: none"><li>• One coach</li><li>• Two participants</li></ul>	 <ul style="list-style-type: none"><li>• One coach</li><li>• One participant</li></ul>
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**How the Rule of Two works**

 <p><b>Work as a team.</b> A coach should have another coach or screened adult (parent or volunteer) present when interacting with participants.</p>	 <p><b>Parental awareness.</b> Obtain consent for virtual sessions, plus inform parents of activities that will occur.</p>
 <p><b>Remain open to the public.</b> Have a training environment that ensures all situations are open, observable and justifiable.</p>	 <p><b>Record each session</b> and they should be in a professional setting (not a bedroom).</p>
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When following the Rule of Two, two responsible adults (a coach, staff, parent, or screened volunteer) are present with a participant. There may be exceptions in emergency situations.

**The Rule of Two is a leading practice to ensure a safe sport environment for all.**

## Travel

- [https://commit2kids.ca/pdfs/EDU\\_TravelGuidelinesYouthSport\\_en.pdf](https://commit2kids.ca/pdfs/EDU_TravelGuidelinesYouthSport_en.pdf)

## Communication

- <https://coach.ca/resource/rcm-electronic-communications-and-social-media-use-guidelines>

**Available : Framework- easy to implement, policy templates and tools**

# Responsible Coaching Movement: Background Screening

Protecting People  
**Background Screening**



Background screening ensures applicants to your sport organization — including staff, coaches, and volunteers — meet the important requirements to participate in all activities.

Screening tools include

-  Detailed job postings
-  Police information checks
-  Interviews
-  Reference checks

Background Screening Resources

Screening includes comprehensive job postings, visible policies and processes, criminal record checks, interviews, and reference checks. All are equally important.

**Organizations are encouraged to determine the level of risk of an applicant and define/document how they will undertake to screen candidates.**

## Background Screening

<https://coach.ca/resource/rcm-background-screening-policy-and-process-considerations-sport-organizations>

<https://coach.ca/resource/rcm-background-screening-infographic>

**Available : Framework- easy to implement, policy templates and tools**

# Responsible Coaching Movement: Ethics Training

Empowering Coaches

## Ethics Training



Ethics training ensures coaches have the knowledge, confidence and skills needed to effectively manage challenging situations.

Lifelong learning through numerous training modules helps coaches to:



Expand their knowledge throughout their career



Identify legal, ethical, and moral implications



Recognize and prevent maltreatment

Support existing and new coaches in their training or certification

A **Chartered Professional Coach® (ChPC®)** designation or a **Registered Coach license** signals to employers, participants, and parents that a coach is committed to excellence and the highest ethical standards.

### Suggested Trainings:

- Coaching in Canada
- Safe Sport Training
- Commit to Kids for coaches training
- Making Ethical Decisions
- Creating a Positive Sport Environment

**Available : Framework- easy to implement, policy templates and tools**



**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
- Duty to Report maltreatment
- Safeguard participants in sport



# Canadian Centre for Child Protection

## 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



The screenshot shows the website header with the logo and navigation links: About Us, Donate, Order Materials, Press & Media, Français. A search bar is also present. The main navigation bar includes: GET INVOLVED, PROGRAMS & INITIATIVES, RESOURCES & RESEARCH, and REPORT A CONCERN. The 'Commit to Kids for Coaches' page is displayed, featuring a sidebar menu with options: Online Training (selected), Commit to Kids, Commit to Kids for Coaches, Kids in the Know, Teatree Tells, MECC, Donate, and Careers. The main content area shows the title 'Commit to Kids for Coaches' and logos for COMMIT TO KIDS, National Coaching Certification Program, and coach.ca. A table provides details about the training:

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



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## RCM Templates

Support your organization by having key policies in place and make sure these are current and enforced. Use any of the provided CAC templates for this.

<h3>Travel Policy</h3> <p>These guidelines developed in collaboration with The Canadian Centre for Child Protection's <b>Commit to Kids</b> Program are intended for use by sport organizations to help establish a common understanding of expectations for increasing the protection of children/youth (athletes, sport participants) taking part in overnight trips.</p> <p>Get the guidelines &gt;</p>	<h3>Code of Conduct and Ethics</h3> <p>The purpose of this Code is to ensure a safe and positive environment within the programs, activities, and Events of the CAC.</p> <p>CAC Code of Conduct and Ethics &gt;</p>	<h3>Electronic Communications and Social Media Use Guidelines</h3> <p>These Guidelines were developed to provide recommended practices to protect participants and safeguard coaches.</p> <p>Download the guidelines &gt;</p>
<h3>Screening Policy Template</h3> <p><b>Background screening</b> ensures that coaches meet the important requirements to coach athletes/participants. This template focuses on the screening process for criminal record checks.</p> <p>RCM Screening Policy Template &gt;</p>	<h3>Background Screening Policy and Process Considerations</h3> <p>This document was prepared by the CAC to assist sport organizations in the development of screening policies and processes. Each organization must ultimately develop the policy and process they wish to follow to meet the needs of their community.</p> <p>Download the policy &gt;</p>	

# Templates and resources

# On our website

## RCM Resources

We have a number of resources available to help you at every stage of your RCM journey.

<h3>RCM infographic</h3> <p>These steps enable coaches and sports organizations to learn and apply consistent best practices at all times to keep sport safe, smart and secure for everyone.</p> <p>Download the infographic &gt;</p>	<h3>RCM checklist</h3> <p>Our detailed checklist offers resources, templates and useful links to set you on the right path. The checklist is updated regularly with the most current information and tools.</p> <p>Download the checklist &gt;</p>	<h3>Rule of Two infographic</h3> <p>Our infographic clearly demonstrates the key points of the Rule of Two. Share it with your stakeholders and post it in visible areas to ensure all participants understand its principles.</p> <p>Download the infographic &gt;</p>
<h3>Ethics Training Infographic</h3> <p>Download the infographic &gt;</p>	<h3>Background Screening Infographic</h3> <p>Download the infographic &gt;</p>	<h3>Background Screening Matrix</h3> <p>Download the matrix &gt;</p>

# Other resources

From sport partners

# Governance

You want to learn the best practices on governance take a look at [this article](#) from Sport information Resource Centre - Canada's national sport resource centre, serving Canadians for more than 50 years, reaching from coast to coast to coast with the latest research and resources.

At its core, effective Board decision-making comes down to a few key principles:

- Directors are fiduciaries with legal duties to act in the best interests of the organization and its members, not their personal interests
- The Board governs primarily through policy by developing, approving, monitoring, and refining it
- Boards, committees, and staff must work in partnership
- Directors must maintain confidentiality
- The Board operates as a single entity. speaking with one voice



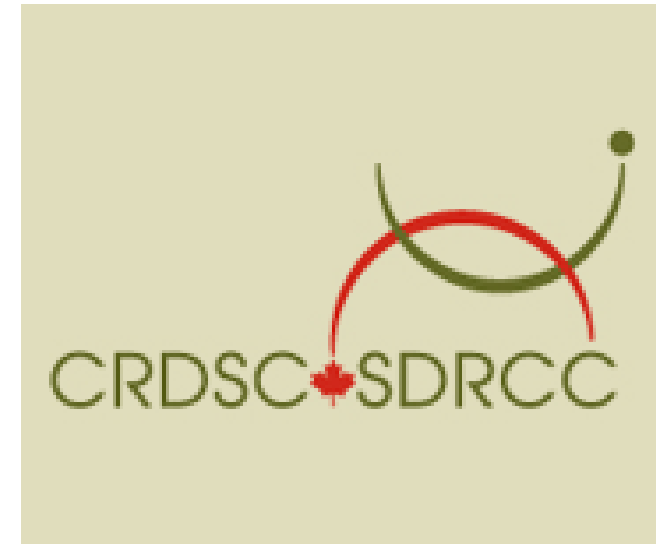
BOARD DECISIONS HAVE A RIPPLE EFFECT ACROSS THE CANADIAN SPORT SYSTEM

[Decision Time: Building Board Meetings That Actually Move the Needle](https://sirc.ca/articles/decision-time-building-board-meetings-that-actually-move-the-needle/) - The Sport Information Resource Centre

# Sport Dispute Resolution Centre of Canada (SDRCC)

## Sport Policy Templates

- Three tiers
- Implementation guide
- Policy templates:
  1. Education and Awareness
  2. Hiring
  3. Interactions
  4. Complaint and Report Management
  5. Confidentiality
  6. Duty to Report



**Implementation Guide** - [https://www.crdsc-sdrcc.ca/eng/documents/Policy\\_Implementation\\_Guide.pdf](https://www.crdsc-sdrcc.ca/eng/documents/Policy_Implementation_Guide.pdf)

# In summary

Complete an AUDIT

Get to know the UCCMS  
+ consider alignment

Determine plan of action  
best for your  
organization

What can you do today?

Ask

Listen

Take stock

Plan

Target

Launch

Celebrate

Review

Do something to make sport better in your community!

It's everyone's business

EVERYONE  
HAS A ROLE  
TO PLAY.

**SAFE**  **SPORT**

Administrators	Policy/Risk Management
Staff and Coaches	Positive Training Environments
Health Professionals	Health before Performance
Officials	Zero tolerance in rule enforcement
Volunteers	Eyes & Ears, Watchdogs
Athletes	Care for teammates/Speak up
Parents/Guardians	Ask questions / Choose Wisely

*Credit to SDRCC*

Please share your takeaway  
from today's session

