



Safe Sport Expectations

For Athletes and Coaches

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OttawaSafeSportToolkit.ca

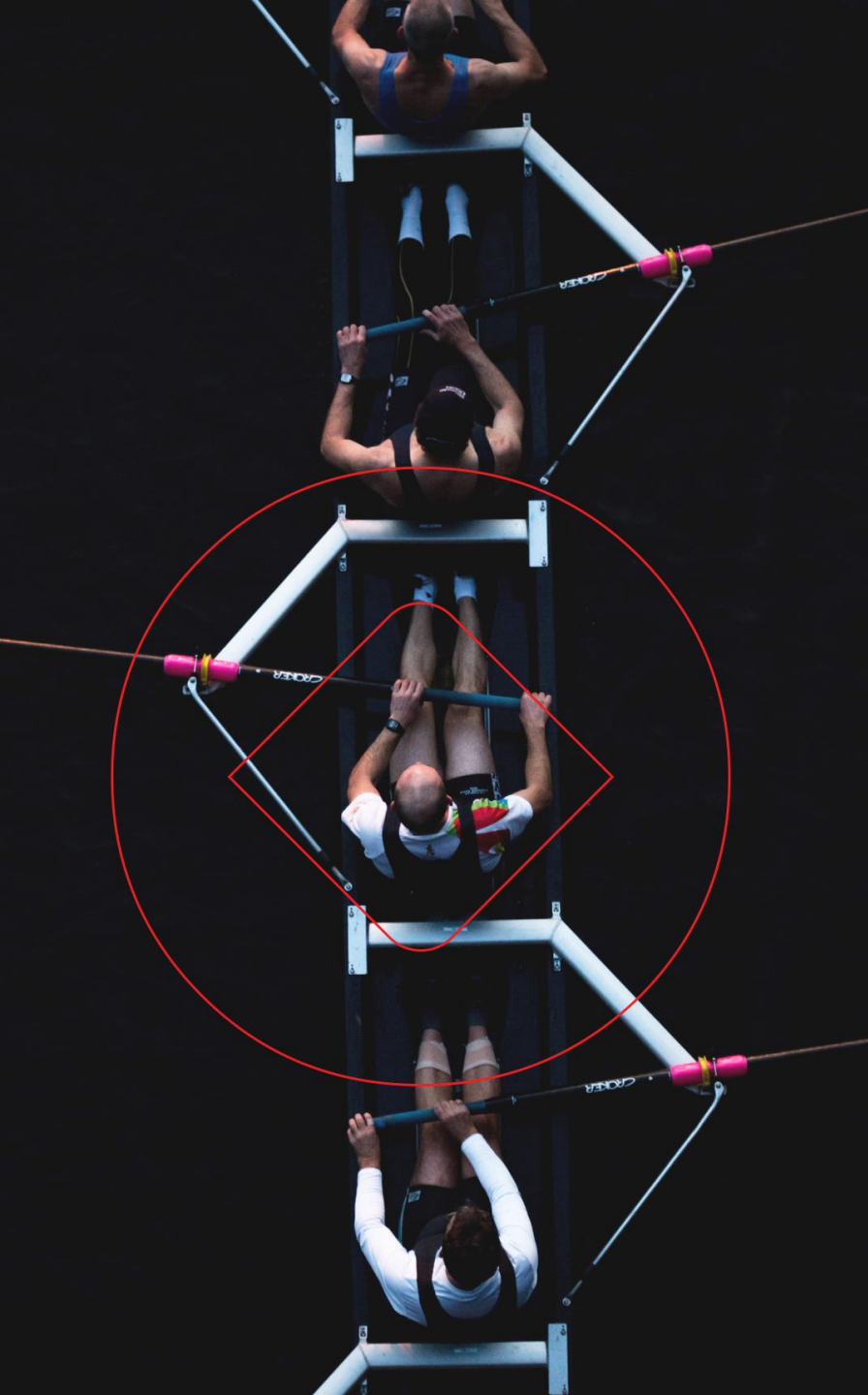
SPORT LAW
We know sport.

Please Note!

- It is possible that something in this webinar may trigger an emotional response, whether or not you have experienced maltreatment.
- You may want to complete this webinar in a comfortable place and/or participate with a supportive friend or family member.

Support Available

- If you ever need to speak with someone, you can get immediate support from:
 - [Canadian Sport Hotline](#)
 - [Kids Help Phone](#)
 - [Canadian Centre for Mental Health and Sport](#)



Agenda

- **Safe Sport**
 - **Our Hope for You**
 - **The New Normal**
 - **Expectations**

Our Hope for You!

- To participate in a safe and welcoming environment that encourages:
 - self-esteem
 - mutual respect
 - healthy communities
 - fair play





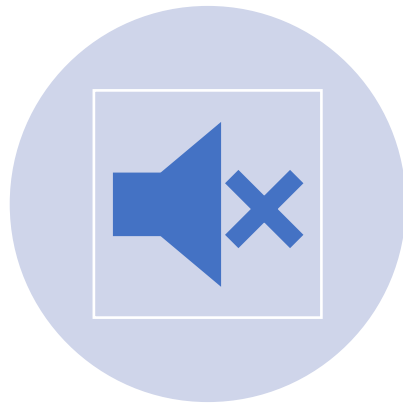
Ottawa's Safe Sport Goal

- A collaborative and harmonious approach to fostering safe, welcoming, and inclusive sport environments, collectively.

Background

- **Safe Sport:**
 - physical and emotional safety, which includes concussion and injury prevention, and environments free from bullying, abuse, harassment, discrimination and other forms of maltreatment.
- You cannot have safe sport without Equity, Diversity and Inclusion (EDI)

The New Normal: We are in a time of change



THINGS THAT MAY HAVE BEEN
ACCEPTED IN THE PAST MAY NO
LONGER BE ACCEPTED.



THIS WEBINAR IS DESIGNED TO HELP
YOU UNDERSTAND WHAT IS EXPECTED
OF YOU.



READ AND ABIDE BY YOUR CODE OF
CONDUCT.

These expectations are not just for Athletes and Coaches!

- Parents
- Officials
- Sport Administrators
- Team Trainers
- Other Support Staff
- Volunteers
- Spectators



The New Normal: Challenge the status quo

- *“What are those things that are normalized in your sport that would never be accepted elsewhere?”*

Allison Forsyth

Former Olympian - Alpine Racing

Athlete Voice Advocate



Expectations!

“Old School
Coaching” is no
longer
acceptable

- Verbal abuse
- Physical abuse
- Neglect
- Humiliation
- Discrimination
- Body Shaming
- Military-style approaches
- Negative feedback
- Win-at-all-costs mentality
- Toxic environments

Appropriate Coaching includes:

- Being a role model and setting a high standard of behaviour.
- Working with athletes to co-create a safe and welcoming environment.
- Living up to commitments.
- Expecting athletes to live up to their commitments.
- Respectfully providing feedback to athletes about technical skills and behaviour.
- Implementing reasonable consequences for athlete behaviour that align with athlete Code of Conduct.
- Communicating regularly with all athletes about expectations.
- Being consistent and transparent about “playing time” and reasons that athletes may not be competing.

The Test of Harassment

- It does not matter whether a person intended to offend someone.
- The Test:
 - Whether they knew, or should have reasonably known, that their comments or conduct were unwelcome.

Examples of Harassment

- Persistent unwelcome comments, jokes, taunts
- Written or verbal abuse, threats or outbursts
- Racial slurs
- Practical jokes which endanger a person's safety or negatively affect performance
- Unwanted physical contact (touching, pinching)
- Purposely excluding or socially isolating a person from a group or team
- Hazing

Examples of Sexual Harassment

- Persistent unwelcome contact or touching
- Sexist jokes
- Offering a benefit in exchange for a sexual favour
- Demanding hugs
- Comments about a person's sex life
- Sexually degrading comments about a person
- Displaying or sharing sexually offensive material
- Bragging about sexual ability

What's the age of consent in Canada?

- The **legal age of consent in Canada is 16 years old.**
- Individuals **under 18 years old cannot consent to sex** when:
 - the other party is in a position of trust or authority

Relationships Follow the law PLUS:

No dating between any persons of authority (such as a coach) and their athletes of any age.

If a relationship begins between an *adult coach* and an *adult athlete*, the coach must report it and then no longer coach that athlete.

There needs to be honesty and transparency which means everyone knows and there are no secrets.

Grooming

- A “Groomer” is a trusted adult who builds a level of comfort in order to take advantage of someone.
- A Groomer often pretends to be a victim in order to gain sympathy and trust from someone else.
- A Groomer is consciously manipulating someone’s emotions for their own benefit.

Pushing the Boundaries into Grey Area

- It's all about the grey area for Groomers.
- Groomers push physical and emotional boundaries further and further until inappropriate behaviour seems normal.
- A Groomer puts their own needs above those of athletes in their care.
- A Groomer goes to their athletes to have their needs met.



Take Note!

It is not the athlete's responsibility to take care of the coach.

Rule of Two

- All interactions between athletes and coaches must be open, observable and justifiable.

Safety in Numbers

Rule of Two



Coach.ca

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



- Two trained and screened coaches
- One participant



- One trained coach
- One screened adult
- One participant



- One coach
- Two participants



- One coach
- One participant

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

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.

Rule of Two Options

- **Communication** – parents or others are aware and/or involved
- **Permission** – coach has written permission from parent and coach's superior
- **Reporting** – reporting procedures if Rule of Two is broken.

Communication Expectations

- Rule of Two concepts apply for communication (including electronic) between coaches and athletes.
- Group chat for coach-athlete discussions.
- Keep discussions only related to sport issues.
- No discussion or pictures about drugs, alcohol or sexual activity.
- No posting of any disrespectful, hateful and other negative comments, photos or videos on social media.
- Keep a record of your conversations!

Treat each other well

- Behave with the highest standards of respect and integrity.
- Avoid public criticism of anyone connected to your sport.
- Demonstrate sportsmanship, leadership and ethical conduct.
- Be fair and reasonable.
- Follow the rules and the spirit of the rules.



Ottawa's Customized Resources

- There are a lot of resources and information available for you on:
 - [Ottawa Safe Sport Toolkit](#)

- Check out these Safe Sport resources:
 - [Safe Sport Tips for Athletes](#)
 - [Safe Sport Tips for Coaches](#)

Some Resources and Leading Practices

- [CAC's Responsible Coaching Movement](#)
- [Respect in Sport](#)
- [CAMH Tips to manage mental health in sport](#)
- [Canadian Centre for Child Protection](#)
- [Canadian Sport Hotline](#)
- [Aboriginal Sport Circle](#)
- [Canadian Women & Sport: Gender Equity](#)
- [CCES Sex and Gender Diversity](#)
- [Black Canadian Coaches Association](#)
- [Ausome Training \(to support athletes with autism\)](#)
- [Canadian Centre for Mental Health and Sport](#)
- [AODA](#)
- [HIGH FIVE](#)
- [True Sport](#)
- [Sport for Life](#)
- [What Not To Yell](#)
- [Parachute Canada](#)
- [INclusion INcorporated](#)
- [Safe Sport 101](#)

Questions or Concerns?

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