

SECTION II: COMPLIANCE, ETHICS AND MEMBER CONDUCT

Policy Number and Name: II-04: SAFE SPORT POLICY	Date of Approval: March 31, 2022	Activation Date: April 1, 2022
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1. General

In addition to this Policy, Members of AGF may also be subject to the safe sport or equivalent policies of GymCan or of other provincial or national sport governing bodies, or other bodies having jurisdiction over sports in Canada. Further, additional safety-related requirements may be contained in other AGF manuals, handbooks and other policies that apply to AGF Members which may be specific to a particular discipline (i.e. women's artistic gymnastics) or activity (i.e. team manager duties, team travel). If this Policy conflicts with or is inconsistent with the standards set forth in any other applicable codes, standards and policies, the higher standard shall prevail.

2. Definitions

Capitalized terms have the following meanings in this Policy:

- 2.1 **"AGF Activities"** means all events that are sanctioned, sponsored or otherwise supported by AGF, including but not limited to those ordinarily arising in the course of AGF's business and incident thereto (whether in person, over the phone or online), such as: competitions, practices, training camps, travel associated with AGF activities, and meetings. For the purposes of this Policy, **"AGF Activities"** also includes other non-AGF events and circumstances outside of the foregoing, when such conduct adversely affects relationships within AGF (and its work and sport environment) and/or among its Members or is detrimental to the image and reputation of AGF. Such applicability will be determined by AGF, in its sole discretion.
- 2.2 **"Bylaws"** means the bylaws of AGF, as the same may be amended from time to time;
- 2.3 **"Duty of Care"** means the requirement that reasonable care be taken to avoid acts or omissions that could expose others to risk or harm.
- 2.4 **"Member"** has the meaning set forth in the Bylaws (which for clarity includes individuals and organizations, as the context requires), and includes but is not limited to registered participants such as coaches and athletes, and parents and/or guardians of athletes.
- 2.5 **"Position of Trust"** means a job or position in which one individual may exercise power or authority over another individual, such as a team manager or coach
- 2.6 **"Safe Sport Environment"** has the meaning set forth in Section 3.1.1 below.
- 2.7 **"Rule of Two"** has the meaning set forth in Section 6 below.
- 2.8 **"Vulnerable Individual"** means a person under the age of 18 years old and/or a person who, because of age, disability or other circumstance, is in a position of dependence on others or is otherwise at a greater risk than the general population of being harmed.

3. Purpose of this Policy

- 3.1 This Policy has been developed in support of AGF's following commitments and objectives:
- 3.1.1 AGF is committed to promoting a sporting environment in which all Members are able to participate in AGF Activities in a safe, healthy and inclusive training and competitive environment, free from any form of abuse, maltreatment, harassment or discrimination, regardless of the level or capacity in which the Member is participating.
 - 3.1.2 The welfare of all participants in the sport is one of AGF's foremost considerations. In particular, the protection of athletes who are Vulnerable Individuals is the ongoing responsibility of each member of the gymnastics community. AGF, as primarily a youth-serving organization, recognizes that it has a special position in the gymnastics community in Alberta, which implies a responsibility to develop policies, procedures and standards that assist its Members in achieving a Safe Sport Environment.
- 3.2 AGF will provide support to its member clubs in their provision of fun, healthy, inclusive and Safe Sport Environments. AGF believes that gymnastics can enrich the lives of everyone involved, and AGF will strive to ensure, through the provision of support and assistance to its Members, specifically its member clubs, that the training and event participation environment throughout the Province of Alberta is one where all participants know they are safe, and are treated with respect and dignity.

4. Policy Application

This Policy applies to all Members of AGF, as defined in the Bylaws of AGF, and to all AGF Activities.

5. AGF's Ongoing Commitment to a Safe Sport Environment

- 5.1 AGF, in understanding and discharging its Duty of Care, commits to ensuring that its policies and procedures support a safe, inclusive, open, observable and transparent sporting environment for all of its Members (a "**Safe Sport Environment**"), and that such policies and procedures are based upon and are consistent with best practices as established by youth sporting organizations in Canada from time to time. AGF intends that its programs and services be consistent with and support this Policy. AGF strives to be a leader in supporting a Safe Sport Environment in all AGF Activities.
- 5.2 Prioritizing, establishing and maintaining a Safe Sport Environment involves the responsibility and practices of everyone involved in gymnastics, in particular those in a Position of Trust, to ensure the safety and development of athletes, coaches and all other participants.
- 5.3 AGF recognizes the critical role of its member clubs in the delivery of a Safe Sport Environment. AGF is committed to providing support and assistance to its member clubs in their achievement of a Safe Sport Environment.

6. Safe Sport Environment

- 6.1 AGF strives to provide athletes who are Members of AGF and/or who are participating in AGF Activities with the following:
- 6.1.1 safe, healthy and inclusive gymnastics environments;
 - 6.1.2 qualified, experienced, and athlete-centered leadership that attends to the well-being and developmental needs of athletes;
 - 6.1.3 a transparent and clean sport environment that has fair officiating, clear rules, and appropriate training and competition schedules;
 - 6.1.4 the opportunity to feel empowered, use their voice, and share in the leadership and decision-making of their sport experience;
 - 6.1.5 appropriate opportunities for proper preparation for competitions;
 - 6.1.6 information that is important to athlete well-being and opportunities to strive for success;
 - 6.1.7 access to education related to the sport, participation, welfare and safety;
 - 6.1.8 respect, dignity, and appropriate safeguards from abuse, maltreatment, harassment, or discrimination;
 - 6.1.9 mechanisms for reporting misconduct to an independent third party without fear of reprisal; and
 - 6.1.10 tools to allow athletes to know, understand, protect, and advocate for their interests.

7. Adherence to the “Rule of Two”

- 7.1 In supporting its commitment to a Safe Sport Environment, AGF strongly recommends that all Member clubs adopt the “Rule of Two” in the responsible delivery by persons in a Position of Trust, of coaching and related programs and services. The “**Rule of Two**” means:
- 7.1.1 That the coach (or responsible adult) is never alone with or out of sight with any Vulnerable Individual.
 - 7.1.2 Two NCCP trained or certified coaches (or responsible adults) should always be present with an athlete, especially a minor athlete, when in a potentially vulnerable situation such as in a locker room or meeting room. All one-on-one interactions between a coach (or a responsible adult) and an athlete must be open and observable except for medical emergencies.
 - 7.1.3 One of the coaches (or responsible adults) must also be of the same gender as the athlete.
 - 7.1.4 Should there be a circumstance where a second screened and NCCP trained or certified coach is not available, a screened volunteer, parent, or adult can be recruited.

- 7.2 AGF recognizes that, in particular in circumstances of team travel, strict adherence to each aspect of the Rule of Two may be impractical or impossible. AGF expects that its member clubs and the persons in a Position of Trust entrusted with the care of Vulnerable Individuals will take prudent and reasonable steps to ensure that all or as many aspects of the Rule of Two are able to be followed consistently, with as few exceptions as possible.

8. Evaluation

AGF shall continually monitor, evaluate and amend its policies, practices and procedures, including this Policy, at any time and without notice. It is the responsibility of each member of AGF to understand and keep up to date with current versions of its policies.

9. Obligation to Report

An adult Member is obligated to report, on a timely basis and with all relevant information, to AGF or to appropriate law enforcement or child protection services, any actual or suspected psychological misconduct, sexual misconduct, physical misconduct or neglect involving a Vulnerable Individual. Any adult Member who fails in this duty to report shall be subject to disciplinary action by AGF.