



TWILIGHTER RUGBY CLUB

est. 1975

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Twighterrugby.com

SAFE SPORT POLICY

* Indicates a section that has been adapted from the “Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)” Version 6.0.

1. PURPOSE

1. This Policy describes how the Twilighter Rugby Club aims to provide a safe sport environment.

2. COMMITMENT TO TRUE SPORT PRINCIPLES

1. The Twilighter Rugby Club commits to the True Sport Principles which are:
 - a) *Rise to the challenge* – Always strive for excellence. Discover how good you can be.
 - b) *Play Fair, Play Honestly* – Obey both the letter and spirit of the rules. Winning is only meaningful when competition is fair.
 - c) *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.
 - d) *Keep it Fun* – Find the joy of sport. Keep a positive attitude both on and off the field.
 - e) *Stay Healthy* – Place physical and mental health above all other considerations – avoid unsafe activities. Respect your body and keep in shape.
 - f) *Include Everyone* – Share sport with others. Ensure everyone has a place to play.
 - g) *Give Back* – Find ways to show your appreciation for the community that supports your sport and helps make it possible.

3. COMMITMENT TO A SPORT ENVIRONMENT FREE FROM MALTREATMENT

1. *The Twilighter Rugby Club makes the following commitments to a sport environment free from maltreatment:
 - a) All participants in sport can expect to play, practice, and compete, work, and interact in an environment free from maltreatment.
 - b) Addressing the causes and consequences of maltreatment is a collective responsibility and requires the deliberate and timely effort of all participants, sport stakeholders, sport club administrators and organization leaders.
 - c) Participants in positions of trust and authority have the general responsibility to protect the health and well-being of all participants.

- d) Adult participants have an ethical, responsible duty to respond to incidents of maltreatment involving minors and other vulnerable participants.
- e) All participants recognize that maltreatment can occur regardless of age, sex, sexual orientation, gender identity or expression, race, ethnicity, Indigenous status, or level of physical and intellectual disability and their intersections. Moreover, it is recognized that those from traditionally marginalized groups have increased vulnerability to experiences of maltreatment.
- f) All participants recognize that individuals who have experienced maltreatment may experience a range of effects that may emerge at different time points and that can profoundly affect their lives.
- g) In recognition of the historic vulnerability to discrimination and violence amongst some groups, and that continues to persist today, participants in positions of trust and authority have a duty to respond quickly and effectively to discriminatory practices.

4. PLEDGE

1. The stakeholders, members, and leaders of the Twilghter Rugby Club are expected to live the True Sport Principles and the Twilghter Rugby Club pledges to embed the True Sport Principles in its governance and operations in the following ways:
 - a) *Conduct Standards* – The Twilghter Rugby Club will adopt comprehensive conduct standards that are expected to be followed by participants.
 - b) *Athlete Protection* – The Twilghter Rugby Club will provide coaches and other stakeholders with general and sport-specific athlete protection guidelines.
 - c) *Dispute Resolution and Investigations* – The Twilghter Rugby Club will have dispute resolution processes that are confidential and procedurally fair and that require independent investigation for certain alleged violations of the conduct standards.
 - d) *Strategy* – The Twilghter Rugby Club will have strategic plans that reflects the organization’s mission, vision, and values.
 - e) *Governance* – The Twilghter Rugby Club will have a diverse blend of sport leaders and will adhere to principles of good governance.
 - f) *Risk Management* – The Twilghter Rugby Club will intentionally manage risks to their operations and events through the use of risk management plans.

5. CONDUCT STANDARDS

1. The Twilghter Rugby Club will adopt a *Code of Conduct and Ethics* that describes standards of conduct and behaviour for all participants. General standards of conduct will apply to all participants and specific standards will be described for positions within the organization. The *Code of Conduct and Ethics* will have specific sections, including but not limited, to:
 - a) Athletes
 - b) Coaches
 - c) Officials
 - d) Directors and Committee Members
 - e) Social participants, Associates, and Spectators
2. The *Code of Conduct and Ethics* will contain detailed definitions of key terms, including:
 - a) Harassment
 - b) Maltreatment

- c) Workplace Harassment
- d) Workplace Violence
- e) Discrimination

3. The *Code of Conduct and Ethics* will include the following definition of hazing:

Hazing is a form of conduct that exhibits a potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking individual by a more senior individual, which does not contribute to either individual's positive development, but is required to be accepted as part of a team or group, regardless of the junior-ranking individual's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate or group member based on class, number of years on the team or with the group, or ability.

4. The Twilghter Rugby Club will adopt an *Abuse Policy* that will define "vulnerable individuals" and describe the types of abuse (e.g., Physical abuse, sexual abuse, emotional abuse, and neglect) that vulnerable participants may be subjected to.

Anti-Doping

5. The *Code of Conduct and Ethics* will indicate that The Twilghter Rugby Club adopts and adheres to the Canadian Anti-Doping Program.

Social Media

6. The Twilghter Rugby Club will adopt a *Social Media Policy* that describes standards of conduct that are expected on social media by participants. The Social Media Policy will indicate specific conduct standards and risks that are common and/or exclusive to social media. The Social Media Policy will highlight the importance of responsible coach-athlete interaction on social media and will provide examples of violations of conduct standards.

6. ATHLETE PROTECTION

Resources

1. The Twilghter Rugby Club will regularly provide information to participants about resources and training related to athlete protection. Resources and training opportunities can include:
- a) CAC Safe Sport Module
 - b) NCCP modules
 - c) Respect in Sport
 - d) Red Cross – Respect Education Courses

7. DISPUTE RESOLUTION

1. The Twilghter Rugby Club will have a comprehensive suite of dispute resolution policies that will include:
- a) Discipline and Complaints Policy
 - b) Appeal Policy
 - c) Dispute Resolution Policy
2. Taken together, the suite of dispute resolution policies will include the following features:
- a) An independent individual to whom complaints can be submitted.
 - b) Sanctions for violations of conduct standards.

- c) Mechanism for suspension of individuals pending the conclusion of the process.
- d) Non-biased and experienced case managers, decision-makers and/or investigators.
- e) Protection from reprisal for submitting complaints.
- f) Anonymity for the complainant in cases of whistleblowers.
- g) Independency of appeal procedures (when appeals are permitted).
- h) Opportunity for alternate dispute resolution.
- i) Investigations of certain complaints (e.g., when required by law and/or when the complaint involves harassment, abuse, or discrimination).

Obligations – Reporting and Third-Party Case Management

- 3. The policies of The Twilghter Rugby Club will include requirements that certain complaints must be reported to government entities, and/or local police forces.
- 4. The policies of The Twilghter Rugby Club will include requirements that certain complaints (e.g., those related to harassment, discrimination, and abuse) could be handled by an independent third party that has no affiliation with The Twilghter Rugby Club.

Records

- 5. The Twilghter Rugby Club will retain records of decisions that have been made pursuant to the organization’s policies. These records may be shared with other individuals or organizations, including but not limited to, national sport organizations, provincial sport organizations, multi-sport organizations, and government entities.

8. GOVERNANCE AND OPERATIONS

- 1. The Twilghter Rugby Club will have a comprehensive Strategic Plan in which athlete protection and safe sport are top priorities for the organization.
- 2. The Twilghter Rugby Club will pursue a governance structure that reflects the diversity of the athletes and stakeholders within the sport, that adheres to all applicable federal and/or provincial/territorial legislation, and that moves toward a national alignment strategy for the sport in Canada.

9. REVIEW AND APPROVAL

Version 1.1 of this Policy has been reviewed and approved by the Twilghter Rugby Club executive board on 28/05/2023.

Version 1.0 – 07/05/2023 DAL