



BOWLS CANADA BOULINGRIN

Statement on Safe Sport

Bowls Canada Boulingrin has a fundamental obligation and responsibility to protect the health, safety and physical and mental well-being of every individual that is involved in the Canadian Bowls community.

Bowls Canada Boulingrin takes situations involving misconduct or maltreatment very seriously. For this reason, Bowls Canada Boulingrin is committed to enacting and enforcing strong, clear, and effective policies and processes for preventing and addressing all forms of misconduct or maltreatment.

Bowls Canada Boulingrin's policies are intended to promote a Safe Sport environment in a manner that allows for consistent, immediate, appropriate and meaningful action should any issues arise. They are also intended to prevent issues from arising in the first place by communicating expected standards of behaviour.

Should any individuals involved with Bowls Canada Boulingrin, including but not limited to Athletes, coaches, officials, volunteers, and parents/guardians of Athletes, wish to report any instance of misconduct or maltreatment, they may do so directly to Bowls Canada Boulingrin, which will then determine the appropriate forum and manner to address the complaint.

*Bowls Canada Boulingrin 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 efforts 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 other Participants.
- d) Adult Participants have a specific ethical and statutory duty and the additional responsibility 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) All adults working with children and youth have a duty to prevent or mitigate opportunities for misconduct.
- h) *Individuals affiliated with Bowls Canada will complete appropriate mandatory training on preventing and addressing harassment and abuse.*
- i) 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 incorporate strategies to recognize systemic bias, unconscious bias, and to respond quickly and effectively to discriminatory practices

Bowls Canada Boulingrin also recognizes the recent development of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport ("UCCMS") and its responsibilities to integrate the UCCMS into its policies. Since

the UCCMS may continue to evolve in the foreseeable future, Bowls Canada Boulingrin policies incorporate the key elements of the current version of the UCCMS as follows (which are noted in each policy by an *):

<u>UCCMS v. 5.1 Section</u>	<u>Policy Reference</u>
Section 1.2 – General Principles	Discipline and Complaints Policy para. 3
Section 1.3 – Consensus Statements	Statement on Safe Sport
Definitions	Code of Conduct and Ethics para. 1 Discipline and Complaints Policy para. 1
Scope and Application 2.1.2	Code of Conduct para. 5 Discipline and Complaints Policy para. 9
Scope and Application 2.1.3	Code of Conduct and Ethics para. 11b
Scope and Application 2.1.4	Code of Conduct and Ethics para. 8-9
Scope and Application 2.1.5	Code of Conduct and Ethics para. 10
Scope and Application 2.1.6	Investigations Policy para. 10
Maltreatment 2.2	Code of Conduct and Ethics para. 1
Retaliation 2.2.6.1.2	Investigations Policy para. 15
Sanctions 3.1	Discipline and Complaints Policy para. 45
Considerations 3.2	Discipline and Complaints Policy para. 43-44
Presumptive Sanctions 3.3	Discipline and Complaints Policy para. 46
Public Disclosure 3.4	Discipline and Complaints Policy para. 55