**Safe Sport Policy**

# Purpose

This Policy describes how Biathlon New Brunswick aims to provide a safe sport environment.

# Commitment to True Sport Principles

Biathlon New Brunswick commits to the True Sport Principles which are:

1. **Go for It –** Rise to the challenge – always strive for excellence. Discover how good you can be.
2. **Play Fair –** Play honestly – obey both the letter and spirit of the rules. Winning is only meaningful when competition is fair.
3. **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.
4. **Keep it Fun –** Find the joy of sport. Keep a positive attitude both on and off the field.
5. **Stay Healthy –** Place physical and mental health above all other considerations – avoid unsafe activities. Respect your body and keep in shape.
6. **Include Everyone –** Share sport with others. Ensure everyone has a place to play.
7. **Give Back –** Find ways to show your appreciation for the community that supports your sport and helps make it possible.

# Commitment to a Sport Environment Free from Maltreatment

 Biathlon New Brunswick makes the following commitments to a sport environment free from Maltreatment:

1. All Participants in sport can expect to play, practice and compete, work, and interact in an environment free from Maltreatment.
2. 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.
3. Participants in positions of trust and authority have the general responsibility to protect the health and well-being of all other Participants.
4. Adult Participants have a specific ethical and statutory duty and the additional responsibility to respond to incidents of Maltreatment involving Minors and other Vulnerable Individuals.
5. 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.
6. 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.
7. All adults working with children and youth have a duty to prevent or mitigate opportunities for misconduct.
8. 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

# Pledge

**Biathlon New Brunswick is committed to the True Sport Principles.** By making such a commitment, Biathlon New Brunswick pledges to embed the True Sport Principles in its governance and operations as follows:

* 1. Conduct Standards – Biathlon New Brunswick will adopt comprehensive conduct standards that are expected to be followed by Participants
	2. Athlete Protection – Biathlon New Brunswick will provide coaches and other stakeholders with general and sport-specific athlete protection guidelines
	3. Dispute Resolution and Investigations – Biathlon Brunswick will have dispute resolution processes that include an independent investigation, that are both confidential and follow all procedural steps for alleged violations of conduct standards.
	4. Strategy – Biathlon New Brunswick will have a strategic plan that reflects the organization’s mission, vision, and values
	5. Governance – Biathlon Brunswick will adhere to principles of good governance. Biathlon Canada will also explore opportunities to have sports leaders who are representative of the diversity of the community by which they seek to reflect.
	6. Risk Management – Biathlon New Brunswick will take a proactive approach to risk mitigation and management to its operations and events.

# Conduct Standards

 Biathlon New Brunswick will adopt a *Code of Conduct and Ethics* that describes standards of conduct and behavior 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:

1. Athletes
2. Coaches
3. Officials
4. Volunteers
5. Directors and Committee Members
6. Parents and Spectators

The *Safe Sport Policy Manual* will contain detailed definitions of key terms, including:

1. Maltreatment
2. Harassment
3. Discrimination
4. Workplace Harassment
5. Workplace Violence

*Anti-Doping*

The *Code of Conduct and Ethics* will indicate that Biathlon Canada adopts and adheres to the Canadian Anti-Doping Program.

*Social Media*

 Biathlon Canada will adopt a *Social Media Policy* that outlines standards of conduct that are expected on social media by Participants. The *Social Media Policy* will identify 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.

**Safe Sport Training**

**All participants (Athletes, Coaches, Officials, Volunteers, Executives) must complete the SafeSport training modules.**

The SafeSport modules are available through the CAC the Locker.. You will require a CC number to access the Locker, if you don’t have one, you can request one. The modules are in the E-Learning Section, and are free of charge.