

## SPSC REPORTING AND RESOLUTION FOR INAPPROPRIATE CONDUCT POLICY

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Skate Canada's vision, mission and values form the guiding principles and the building blocks on which this policy rests. Living up to them is an essential part of meeting our organizational strategic imperatives, maintaining our foundational elements, and safeguarding Skate Canada's integrity, reputation, and ethical practices. All individuals subject to this policy are expected to uphold and commit to the highest standards of behavior to ensure the safety and well-being of all individuals, exemplified by conduct and written and oral communications, as outlined in the Policy.

Persons not adhering to the Skate Canada Code of Ethics, Sherwood Parkdale Skating Club Code of Ethics, SPSC Starskate Code of Ethics, and all Codes of Ethics contained within Sherwood Parkdale Skating Club terms and conditions, may be subject to disciplinary action through our reporting and resolution policy.

Sherwood Parkdale Skating Club is committed to following all Skate Canada Code of Ethics, Safe Sport Policies in conjunction with Commit to Kids and Canadian Centre for Child Protection. All guidelines for the same are followed.

While maintaining confidentiality, Coaches, Members and Board Members will not attempt to cover up or conceal any conduct of an individual that is, or may be, in breach of this Code and will report any concerns and/or violations.

**Complaints or concerns** are to be delivered in writing to the Chair of the Sherwood Parkdale Skating Club Board of Directors. The seriousness of the complaint/concern will determine action (if any) to be taken.

**Athlete in breach of code of conduct** in the care of coaches (ie misconduct on the ice, dressing room etc) depending on the seriousness of the conduct:

Step 1: Coach will discuss with skater involved

Step 2: Repeat violation of conduct, coach will ask for parent assist

Step 3: Unresolved continuing behaviour will be reported to the board for review to determine warranting a formal action and potential disciplinary action or suspension.

Step 4: Formal action may include a written warning, suspension, or redirection to Safe Sport for review and resolution.

Step 5: Any misconduct resulting in suspension will be reviewed with parties involved for re-entry. Suspensions may involve missing a session, a week, suspension from all club activities for the season, or suspension from Skate Canada, depending on the nature of the breach.

**Coach in breach of code of conduct** or concerns regarding coaching staff, depending on the seriousness of the allegation:

Step 1: Speak to the coach directly regarding your concerns

Step 2: Report concerns/allegations in writing to the Chair of the Sherwood Parkdale Skating Club Board of Directors.

**Any and all members, parents/guardians, coaches, board members, volunteers** in breach of Code of Conduct, or concerns of inappropriate behaviour are to be reported to the Chair or a Board Member of the Sherwood Parkdale Skating Club for review.

Step 1: Discuss with all parties involved for accepted resolution

Step 2: Formal action including written warning or notification with potential disciplinary action or suspension.

Step 3: Unresolved allegations/concerns engage Skate Canada PEI or Skate Canada Safe Sport as mediator when deemed necessary.

**Serious allegations for athletes/skaters, registrants, members, coaches, athlete support personnel, officials, parents/guardians, event volunteers**, and alumni, concerns and/or violations of this Policy will be reported on a confidential basis as follows:

- Email: safesport@skatecanada.ca
- Telephone: 1-888-747-2372 ext.: 703