

## **ATHLETE PROTECTION POLICY**

### **PURPOSE**

1. This Athlete Protection Policy describes how Persons in Authority shall maintain a safe sport environment for all Athletes.

### **DEFINITIONS**

2. The following terms have these meanings in this Code:
  - a) “*Individuals*” – All participants in Curl PEI’s events including, but not limited to, championships, clinics and programs, and all individuals employed by, or engaged in activities with Curl PEI including, but not limited to, volunteers, managers, administrators, committee members, and Directors and Officers of Curl PEI;
  - b) “*Minor*” – any Individual who is under the age of majority at the time and in the jurisdiction where the alleged breach of any Curl PEI policy has occurred. Adult Individuals are responsible for knowing the age of a Minor. For the purpose of protection in PEI, the age of majority is defined as 18 years old;
  - c) “*Person in Authority*” – Any Individual who holds a position of authority at Curl PEI events including, but not limited to, coaches, instructors, officials, managers, support personnel, chaperones, and Curl PEI employees, committee members, Directors and Officers; and
  - d) “*Vulnerable Individuals*” – Includes Children / Youth (Minors) and Vulnerable Adults (people who, because of age, disability or other circumstance, are in a position of dependence on others or are otherwise at a greater risk than the general population of being harmed by people in positions of trust or authority).

### **INTERACTIONS BETWEEN PERSONS IN AUTHORITY AND ATHLETES – THE ‘RULE OF TWO’**

3. Curl PEI strongly recommends the ‘Rule of Two’ for all Persons in Authority who interact with Members of Curl PEI (Athletes). The Coaching Association of Canada describes the intention of the ‘Rule of Two’ as follows:

A coach must never be alone or out of sight with a minor athlete.

Two NCCP trained or certified coaches 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 and an athlete must take place within earshot and in view of a second coach except for medical emergencies. One of the coaches must also be of the same gender as the athlete.

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.

4. Curl PEI recognizes that fully implementing the 'Rule of Two', as described above (and modified accordingly for Persons in Authority), in all circumstances, may not always be possible.

Consequently, at a minimum, interactions between Persons in Authority and Athletes must respect the following:

- i. The training environment should be open to observation so that all interactions between Persons in Authority and athletes are observable.
  - ii. Private or one-on-one situations must be avoided unless they are observable or within earshot of another adult or athlete.
  - iii. Vulnerable Individuals must not be in any situation where they are alone with a Person in Authority without another athlete or screened adult present unless prior written permission is obtained from the Vulnerable Individual's parent or guardian.
5. In addition to respecting the minimum requirements described above, it is strongly recommended that:
    - 1) Teams or groups of athletes always have at least two Persons in Authority with them;
    - 2) For mixed gender teams or groups of athletes, there will be one Person in Authority from each gender;
    - 3) Screened parents or other volunteers will be available in situations when two Persons in Authority cannot be present.

## **PRACTICES AND COMPETITIONS**

6. As it relates to practices and/or competitions, the following shall be respected:
  - a) If the Vulnerable Individual is the first athlete to arrive, the athlete's parent should remain until another athlete or Person in Authority arrives.
  - b) If a Vulnerable Individual would potentially be alone with a Person in Authority following a competition or practice, the Person in Authority should ask another Person in Authority (or a parent or guardian of another athlete) to stay until all of the athletes have been picked up. If an adult is unavailable, another athlete, who is preferably not a Vulnerable Individual, should be present in order to avoid the Person in Authority being alone with a single Vulnerable Individual.

## **COMMUNICATIONS**

7. Communications between Persons in Authority and athletes should respect the following:
  - a) Group messages, group emails or team pages should be used as the regular method of communication between Persons in Authority and athletes;
  - b) Where group communication is not possible, Persons in Authority may send individual texts, direct messages on social media or emails to Vulnerable Individuals when necessary and only for communicating information related to team issues and activities (e.g., non-personal information). Any such texts, messages or emails shall be professional in tone;

- c) If communication of a personal nature is required between Vulnerable Individuals and Persons in Authority this communication should include one other adult person.
- d) Parents and guardians of Vulnerable Individuals may request that their athlete not be contacted by a Person in Authority using any form of electronic communication and/or to request that certain information about their athlete may not be distributed in any form of electronic communications;
- e) Communication concerning drugs or alcohol use (unless regarding its prohibition) is not permitted;
- f) No sexually explicit language or imagery or sexually oriented conversation is permitted nor may such items be communicated through any medium;
- g) Persons in Authority are not permitted to ask athletes to keep a secret for them; and
- h) A Person in Authority should not become overly-involved in an athlete's personal life.

## **TRAVEL**

8. Any travel involving Persons in Authority and athletes shall respect the following:
  - a) Teams or groups of athletes shall strive have at least two Persons in Authority with them - if two Persons are not available, the Person in Authority must not be alone with one athlete;
  - b) For mixed gender teams or groups of athletes, there will be one Person in Authority from each gender - if a Person from each gender is not available, two Persons of the same gender is acceptable and at minimum, the Person in Authority must not be alone with one athlete;
  - c) Screened parents or other volunteers will be acceptable in situations when two Persons in Authority cannot be present;
  - d) No Person in Authority may drive a vehicle with an athlete alone unless the Person in Authority is the athlete's parent or guardian - if it cannot be avoided, the athlete must ride in the back seat;
  - e) A Person in Authority may not share a room or be alone in a hotel room with an athlete unless the Person in Authority is the athlete's parent or guardian;
  - f) Room or bed checks during overnight stays should be done by two Persons in Authority - if two Persons are not available, the Person in Authority may do the room or bed checks without entering the room; and
  - g) For overnight travel when athletes must share a hotel room, roommates will be age-appropriate (e.g., within two years of age of one another) and of the same gender.

## **LOCKER ROOM / CHANGING AREAS**

9. The following shall apply to locker rooms, changing areas, and meeting rooms:
  - a) Interactions (i.e., conversation) between Persons in Authority and athletes should not occur in any room where there is a reasonable expectation of privacy such as a locker room, restroom, or changing area. A second adult should be present for any necessary interaction between an adult and an athlete in any such room (e.g., adhering to the Rule of Two must be respected).
  - b) If Persons in Authority are not present in the locker room or changing area, or if they are not permitted to be present, they should still be available outside the locker room or changing area and be able to enter the room or area if required, including but not limited to team communications and/or emergency.

## **PHOTOGRAPHY / VIDEO**

10. Any photograph or video involving athletes shall respect the following:
- a) Photographs and video may only be taken in public view, must observe generally accepted standards of decency, and be both appropriate for and in the best interest of the athlete.
  - b) The use of recording devices of any kind in rooms where there is a reasonable expectation of privacy is strictly prohibited.
  - c) Examples of photos that shall be edited or deleted include:
    - i. Images with misplaced apparel or where undergarments are showing
    - ii. Suggestive or provocative poses
    - iii. Embarrassing images
  - d) If any photographs or videos will be used on any form of public media, an Image Consent Form (**Appendix A – Image Consent Form**) must be completed before any images are taken and used.

## **PHYSICAL CONTACT**

11. It is recognized that some physical contact between Persons in Authority and athletes may be necessary for various reasons including, but not limited to, teaching a skill or tending to an injury. Any physical contact shall respect the following:
- a) Unless it is otherwise not possible because of serious injury or other justifiable circumstance, a Person in Authority must always clarify with an athlete where and why any physical contact will occur prior to the contact occurring. The Person in Authority must make clear that he or she is requesting to touch the athlete and not requiring physical contact
  - b) Infrequent, non-intentional physical contact during a training session is permitted
  - c) Making amends, such as an apology or explanation, is encouraged to further help educate athletes on the difference between appropriate and inappropriate contact
  - d) Hugs lasting longer than five (5) seconds, cuddling, physical horseplay, and physical contact initiated by the Person in Authority is not permitted. It is recognized that some athletes may initiate hugging or other physical contact with a Person in Authority for various reasons (e.g., such as crying or celebrating after a performance), but this physical contact should always be limited to circumstances where the Person in Authority believes it is in the best interest of the athlete and when it occurs in an open and observable environment.

## **ENFORCEMENT**

12. Any alleged violations of this *Athlete Protection Policy* shall be addressed pursuant to Curl PEI's *Discipline and Complaints Policy*.

## Appendix A – Image Consent Form

1. I hereby grant to Curl PEI (the “Organization”) on a worldwide basis, the permission to photograph and/or record the Participant’s image and/or voice on still or motion picture film and/or audio tape and/or through electronic media (collectively the “Images”), and to use the Images to promote the sport and/or the Organization through traditional media such as newsletters, websites, television, film, radio, print and/or display form, and through social media such as Instagram, Facebook, YouTube, Twitter, etc. I understand that I waive any claim to remuneration for use of audio/visual materials used for these purposes. This consent will remain in effect in perpetuity.
  
2. I hereby fully release, discharge, and agree to save harmless the Organization, for any and all claims, demands, actions, damages, losses or costs that might arise out of the collection, use or disclosure of the Images or taking, publication, distortion of the Images, negatives, and masters or any other likeness or representation of the Participant that may occur or be produced in the taking of said Images or in any subsequent processing thereof, including without limitation any claims for libel, passing off, misappropriate of personality or invasion of privacy.
  
3. **I UNDERSTAND AND AGREE**, that I have read and understood the terms and conditions of this document. On behalf of me, my heirs and assigns, I agree that I am signing this document voluntarily and to abide by such terms and conditions.

Signed at this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_.

Print Name of Participant:

\_\_\_\_\_

Signature of Participant:

\_\_\_\_\_

Signature of Parent/Guardian (if Participant is younger than the age of majority):

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