**Tier 2 - Education and Awareness Policy**

*Note that all capitalized terms in this document refer to defined terms in the Implementation Guide.*

1. **Approval Date**

This policy is approved by [INSERT NAME OF APPROVING PERSON/BODY] on [INSERT DATE]. To ensure currency, relevancy, and accountability, this policy shall be reviewed [annually or once every two years].

1. **Purpose**

Everyone plays a role in keeping sport safe and prioritizing the well-being of all *Participants*. This policy is intended to foster a culture of education and awareness surrounding *Maltreatment* and *Discrimination* in sport, in order to create a safe and respectful environment for all *Participants*.

1. **Authority and Scope**
   1. This policy applies to all persons who are involved in the activities of [INSERT NAME OF SPORT ORGANIZATION], particularly all *Participants* who hold a position of trust or authority. This may include, but is not limited to:
      1. Anyone who signed the *Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)* Pledge;
      2. Anyone in a position of employment, volunteering, or serves on the Board, with [INSERT NAME OF SPORT ORGANIZATION];
      3. Anyone 19 or older in a working relationship with [INSERT NAME OF SPORT ORGANIZATION];
      4. Parents, legal guardians, and caregivers of *Minor* athletes or *Vulnerable Participants* who participate in sport with [INSERT NAME OF SPORT ORGANIZATION];
      5. Any person contracted, subcontracted, or are third-party providers of [INSERT NAME OF SPORT ORGANIZATION] or teams of [INSERT NAME OF SPORT ORGANIZATION] including, but not limited to, athletic trainers, dieticians, and counselors; and
      6. Anyone participating in other capacities such as, but not limited to, an athlete, a coach, or an official, with [INSERT NAME OF SPORT ORGANIZATION].
2. **Mandatory Safe Sport Education and/or Training**
   1. All *Participants* in a position of trust or authority must complete safe sport *Education* and/or *Training* (i.e., *Maltreatment* and *Discrimination*) identified and approved by [INSERT NAME OF SPORT ORGANIZATION] before employment or appointment begins, on an annual basis.
3. Refresher courses shall be offered thereafter.
4. **Tracking and Monitoring**
   1. [INSERT NAME OF SPORT ORGANIZATION] shall have a current record of successful completions for all *Participants* required to take a safe sport *Education* and/or *Training* and shall keep it up to date.
   2. [INSERT NAME OF SPORT ORGANIZATION] shall track and document *Participants* in a position of trust or authority who have completed safe sport *Education* and/or *Training* and the *UCCMS* Pledge.
   3. [INSERT NAME OF SPORT ORGANIZATION] shall track and document the names of *Minor* athletes, parents, legal guardians, or caregivers, who have completed safe sport *Education* and/or *Training* and the *UCCMS* Pledge.
5. **Useful Resources**

* [Abuse-Free Sport Education Library](https://www.crdsc-sdrcc.ca/eng/safe-sport-education)
* [Keeping Kids Safe in Sport](https://abuse-free-sport.ca/keeping-kids-safe-in-sport) by the Canadian Centre for Child Protection
* [Universal Code of Conduct to Prevent and Address Maltreatment in Sport](https://cces.ca/sites/default/files/content/docs/2025-01/CCES-UCCMS-Final-E.pdf) (UCCMS) – Version 7.0
* UCCMS Pledge (Appendix A of the Implementation Guide)