

Tier 2 - Interactions Policy

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

1. Approval Date

This policy was 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].

2. Purpose

This policy establishes a safe sporting environment free from abuse and *Maltreatment* by emphasizing healthy relationships for all *Participants*. Interactions between *Participants* may take place in a number of different settings and contexts. The goal of this policy is to ensure [INSERT NAME OF SPORT ORGANIZATION] is taking the appropriate steps to prioritize the safety of *Participants* while they interact with one another. It is designed with *Minors* at the center, though it applies to all *Participants*.

3. Authority and Scope

3.1 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:

- 3.1.1 Anyone who signed the *Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)* Pledge;
- 3.1.2 Anyone in a position of employment, volunteering, or serves on the Board, with [INSERT NAME OF SPORT ORGANIZATION];
- 3.1.3 Anyone 19 or older in a working relationship with [INSERT NAME OF SPORT ORGANIZATION];
- 3.1.4 Parents, legal guardians, and caregivers of *Minor* athletes or *Vulnerable Participants* who participate in sport with [INSERT NAME OF SPORT ORGANIZATION];
- 3.1.5 Any person contracted, subcontracted, or are third-party providers by [INSERT NAME OF SPORT ORGANIZATION] or teams of [INSERT NAME OF SPORT ORGANIZATION] including, but not limited to, athletic trainers, dietitians, counselors, etc.; and
- 3.1.6 Anyone participating in other capacities such as, but not limited to, an athlete, a coach or an official, with [INSERT NAME OF SPORT ORGANIZATION].

3.2 This policy is applicable within [INSERT NAME OF SPORT ORGANIZATION]'s environment, including all activities and events, in in-person and virtual settings, whereby [INSERT NAME OF SPORT ORGANIZATION] is involved. This may include, but is not limited to: tryouts, camps, Board meetings, practices, events, tournaments, hotel rooms/lodging, transportation, social media, in-person and videoconference meetings, etc.

4. Open and Observable Environments*

- 4.1 The principles of *Open and Observables Environments* relate to the meaningful and concerted efforts to avoid situations where a *Participant* in a position of trust or authority might be alone with a *Minor* or a *Participant* who is not in a position of trust or authority. All interactions between a *Minor* or a *Participant* who is not in a position of trust or authority, and a *Participant* in a position of trust or authority, should normally and wherever possible, be in an environment or space that is both open and observable to others.
- 4.2 Principles of *Open and Observable Environments* strongly recommend all interactions and communications with *Minors* take place in the presence of at least two responsible adults screened and trained in safe sport *Education* (e.g., a coach, parent, staff, volunteer) at all times. This applies to interactions in virtual and in-person settings.
- 4.3 All interactions and communications with *Minors* must take place in an open, observable and justifiable environment, including in virtual settings. There are exceptions that may apply:
- 4.3.1 When there is an emergency situation that may require one-on-one interaction;
 - 4.3.2 When a dual relationship or pre-existing relationship exists (e.g., parent/child, legal guardian/child, siblings, etc.); and
 - 4.3.3 When a *Minor* requires a personal care assistant (a parent, legal guardian or caregiver has provided written consent requesting a personal care assistant for their child).

5. Out of Program Contact

- 5.1 This policy recognizes that there may be interactions between *Participants* in a position of trust or authority and *Minors* that occur outside of regular program hours (e.g., informal gatherings, team bonding activities, end of the year parties, etc.). These interactions must be conducted in a manner that prioritizes the safety of all *Participants*.
- 5.2 When *Minors* are involved in such activities, transparent written consent and permission (letter or email) is required from parents, legal guardians or caregivers.
- 5.3 No person shall be pressured, bullied, or forced into attending out of program interactions.

6. Social Media and Electronic Communications*

- 6.1 [INSERT NAME OF SPORT ORGANIZATION] recognizes the significance of maintaining responsible and respectful conduct on social media (e.g., Facebook, Twitter/X, Tik Tok, Instagram, etc.), in electronic communications (e.g., texting, email, Zoom, Teams, WhatsApp, etc.), and with photography and video capture, retention, and dissemination, especially where *Minors* are involved.
- 6.2 [INSERT NAME OF SPORT ORGANIZATION] is committed to protecting all *Participants* from sexual abuse materials and online sexual exploitation. [INSERT NAME OF SPORT ORGANIZATION] recognizes that one-on-one virtual, digital, or online interactions from *Participants* in a position of trust or authority with *Minors* could lead to online *Grooming*, *Sexting*, *Sextortion*, *Capping*, sexual images and videos, or other forms of *Sexual Maltreatment*.

* This section of the policy is guided by the Coaching Association of Canada's Responsible Coaching Movement, which includes the Rule of Two. You can read more about the Responsible Coaching Movement [here](#).

- 6.3 All photography and videos of *Participants* shall be taken with prior consent from the *Participant* and where appropriate, their parent, legal guardian or caregiver, before being captured, and before being posted on social media platforms or virtual settings. Such activities shall be conducted in open and observable settings, ensuring the safety and comfort of all *Participants*.
- 6.4 No photography or video shall be captured in changing areas.
- 6.5 Digital communications between *Participants* shall take place during reasonable hours, and shall be done through appropriate platforms.
- 6.6 A person in a position of trust or authority shall obtain the consent of a parent, legal guardian or caregiver before communicating directly with a *Minor*.
- 6.7 When *Minors* are involved in virtual settings, the person in a position of trust or authority shall provide awareness to parents, legal guardians or caregivers, and shall obtain consent for virtual sessions and inform them of discussions that are expected to occur.
- 6.8 The principles of *Open and Observable Environments* apply in both in person and virtual settings.

7. Gifting

- 7.1 Gifts shall only be provided if they are equally distributed to all members of the community with which they are being given (e.g., all referees, all Board members, all athletes, all coaches) and serve a purpose (i.e., motivational, recognition, educational, congratulatory, etc.).
- 7.2 Gifts are not permitted if they are personally given by a person in a position of trust or authority to an individual *Minor*.

8. Traveling: Transportation and Lodging

- 8.1 Any event that requires transportation and/or lodging must have transparent prior written consent from the parent, legal guardian or caregiver of the *Participant*.
- 8.2 Safety checks shall be completed for anyone transporting or responsible for transporting *Participants*. This includes, but is not limited to:
- Providing a copy of an updated driver's license; and
 - Providing a certificate of insurance.
- 8.3 *Participants* in a position of trust or authority must have separate lodging from *Minors*; and
- 8.4 The principles of *Open and Observable Environments* apply to traveling, transportation, and lodging, including during room checks.