

PAN-CANADIAN SAFE SPORT SUMMITS JURISDICTION REPORT SUMMARY



SAFE SPORT SUMMITS

In March and April 2019, the Coaching Association of Canada (“CAC”) collaborated with partners in the sport system to host a series of twelve provincial and territorial safe sport summits. A list of the dates and locations of the summits is provided as **Appendix A**. The main intent of the summits was for stakeholders in Canadian sport to:

1. Create an initial Pan Canadian snapshot on core safe sport principles
2. Review the definitions of harassment and abuse and highlights of research
3. Gauge support for a harmonized code and harmonized sanctions (focused on ‘egregious behaviours’) and for four elements of the 2009 Code of Prohibited Conduct
4. Provide input on key jurisdiction-specific issues, best practices, and considerations for a Pan Canadian harmonized code

Representatives from provincial/territorial organizations, clubs, recreational organizations, facilities, and municipalities were invited to attend the summits. The CAC connected with jurisdictional hosts in each province and territory to reach out to sport participants, athletes, coaches, officials, and other volunteers. When inviting individuals to attend the summit, the CAC supported the partners to engage with child protection agencies and members of under-represented groups including women, people with disabilities, the LGBTQ+ community, and indigenous peoples.

The length and format of each of the twelve summits was similar. Following introductory speeches from the jurisdiction as well as from the CAC, the facilitator led the attendees in a discussion that centred on two documents published by the Canadian Centre from Ethics in Sport (“CCES”) in 2009.

Excerpts from these two documents, the [Policy on Prohibited Conduct in Sport](#) and the [Code for Prohibited Conduct in Sport](#), were debated by attendees.

Following a break, the facilitator introduced six questions to be discussed by the attendees in small groups. The questions were:

1. Identify 1-2 priority areas of significant risk for athletes/participants
2. Focused at the club level, suggest how to effectively “on-board” new coaches, administrators and volunteers to engrain safe sport practices
3. Focused on your organization, what are 1-2 current best practices regarding safe sport?
4. Focused on your organization, what are the 1-2 biggest gaps regarding safe sport?
5. What would hold you back from committing to a harmonized code?
6. What 1-2 capacity issues do we need to keep in mind as we move forward with safe sport practices?

After the discussion, the facilitator reviewed responses to each of the six questions with the entire group. The summit then concluded with a wrap-up speech from a CAC representative.

A summary report from each summit was prepared and distributed to the attendees at that summit. These jurisdictional reports were integrated into this larger, national summary report that was published prior to the National Safe Sport Summit that was held on May 8-9, 2019 in Ottawa.

Prepared for the Coaching Association of Canada

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Attendees

The summits were attended by 880 people from 466 organizations. When registering for the summit, attendees identified their primary role in the Canadian sport system. A significant number of individuals indicated that they have held many positions in their sporting careers, including athlete, Olympian, Paralympian, coach, official and administrator. A list of organizations and groups that were represented at the summits is provided as **Appendix B**.

Opening Remarks

Each summit was opened by a speech from one or more delivery partners in that jurisdiction. In some cases, a representative from the provincial/territorial government also spoke to the group.

The opening remarks were provided by the individuals listed in **Appendix C**.

Following the opening speeches, the facilitator reviewed the summit’s four main objectives and the eventual output for the national summit series. The facilitator also noted that the summit would be conducted under the ‘Chatham House Rule’ which meant that the summit was a space where attendees can share and discuss information and raise questions without having their opinions or positions attributed to them. This report does not identify attendees (other than invited speakers) by their names.

The CAC’s Chief Executive Officer, Lorraine Lafrenière, provided framing for each summit and noted that these are just the first steps on the journey. She spoke about the purpose of the summit and noted that the attendees would be focusing on egregious behaviours, particularly sexual offenses between coaches and athletes. She then shared statistics from the February 2019 CBC [investigative report](#) that revealed 222 individuals involved in amateur sport in the past 20 years had been convicted of sexual offences. Ms. Lafrenière also referenced the *Red Deer Declaration For the Prevention of Harassment, Abuse and Discrimination in Sport (Appendix D)* and highlighted the national commitment to positive change.

Ms. Lafrenière noted that sport in Canada does not have a common or standard manner for addressing instances of abuse or athlete maltreatment. This lack of standardization presents a variety of challenges. For example, national federations may not be aware of abuse committed at the club level and a coach sanctioned in one province can move to another province and resume coaching. She stressed the need for all sport stakeholders to leave Canadian sport in a better place than when they found it.

Expert Presentations

Most of the summits were shown a video speech by Allison Forsyth, Canadian Olympian and member of AthletesCAN’s Board of Directors, who spoke in person on March 6th at the summit in Toronto. Ms. Forsyth’s speech described her personal experiences with athlete maltreatment in the 1990s.

She spoke about an athlete’s mindset and how the closeness of the coach-athlete relationship can make an athlete ‘easy prey’ for those who would do them harm. She also explained how the normalized behaviours in some sports would cross an abusive or sexual line in other contexts and how predators find a way to make the victim feel like they are at fault.

Mindset of an athlete	Sport environment
<ul style="list-style-type: none"> • Goals and dreams • Vulnerable • Intimacy of relationships • Abnormal lifestyle 	<ul style="list-style-type: none"> • Extensive travel • Normalization of sexual behaviour and cultural abusive behaviour • Male/female ratio distorted (men in power) • Competition between athletes – jockeying for positions
<p>Leads to:</p> <ul style="list-style-type: none"> • Easy manipulation and taking advantage • Culturally acceptable and unhealthy ‘norms’ • Athletes being easy prey 	

Ms. Forsyth explained that criminal prosecution of maltreatment (a lengthy, challenging process that requires hard facts and evidence) is not always achievable. A detailed Code of Conduct, plus a neutral and unbiased place to report incidents, is an important deterrent for maltreatment behaviour. Otherwise, the abusive situation that has been developed can persist.

Situation <ul style="list-style-type: none"> • Favouritism • Grooming • Isolation • Complicity 	Lack of reporting <ul style="list-style-type: none"> • Guilt, shame, judgement, embarrassment • Complicity • Lack of belief in retribution • Funding pressure • No safe or unbiased place to report • Lack of females on staff • Being ostracized by team
Leads to: <ul style="list-style-type: none"> • Athletes feel trapped with no way out and no one to trust • Us vs. Them attitude (athlete vs. administration) • Vicious cycle of maltreatment in sport 	

At most of the summits, attendees were shown a video presentation from Dr. Gretchen Kerr of the University of Toronto who spoke in-person on March 6th in Toronto. Dr. Kerr’s presentation described the definitions of abuse and neglect and four important lessons she has learned from her 30+ years of research in this area. A handout of Dr. Kerr’s definitions is provided as **Appendix E**.

Dr. Kerr found the following:

- All forms of abuse and neglect occur in sport: no sport is immune
- Psychological abuse is the most commonly experienced form of abuse
- Athletes need a safe, confidential place to report concerns and access support
- Need a systems approach to prevention and intervention

The video presentation also highlighted statements from Canadian athletes who have experienced sexual abuse, psychological abuse, physical abuse, and neglect.

Other expert presenters at different summits included Sheldon Kennedy (Manitoba), Erica Wiebe (Alberta), Paul Melia, and Dr. Sylvie Parent (Quebec). A full list of expert presenters at the Safe Sport Summits is provided as **Appendix C**.

Ms. Lafrenière then introduced a chart from the Canadian Centre for Child Protection that describes the age of consent in Canada:

Child’s Age	Can Child Consent?
Under 12 years	NO. No person under 12 is able to consent to sexual activity under any circumstance.
12 or 13 years	SOMETIMES. Only if age difference is LESS THAN 2 years and the child is able to give consent*
14 or 15 years	SOMETIMES. Only if age difference is LESS THAN 5 years* and there is no power relationship
16 years +	YES. But there are exceptions (e.g., no power relationship)

18 years old	YES. The age of protection in Canada is generally 16 years old, but the Criminal Code increases that age to 18 in the context of certain relationships.
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The chart helps clarify that athletes under the age of eighteen cannot consent to sexual activity with their coach because of the power relationship. The CAC and the Canadian Centre for Child Protection are partners in the delivery of the [Commit to Kids](#) online training for coaches.

Policy and Code for Prohibited Conduct

After the expert presentations, the facilitator spoke about the background of the 2009 Policy and Code for Prohibited Conduct that was prepared by the CCES. At three summits (Ontario, BC, and Manitoba), the Code was presented by Paul Melia, President and CEO of the CCES.

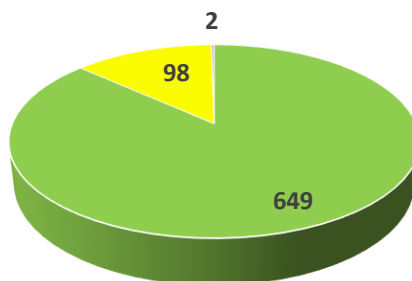
The idea of a ‘harmonized code’ can be compared to the rules for indoor swimming pools. Regardless of the location and jurisdiction of the swimming pool (e.g., hotels, municipalities, clubs) there are a set of standards that are always applicable (e.g., no running on deck, no diving in the shallow end, no glass bottles, etc.).

The idea of ‘harmonized sanctions’ can be compared to Canada’s Anti-Doping Program (CADP). An infraction of the CADP in two different jurisdictions or in two different sports will result in the same sanctions.

Support For Harmonized Code and Sanctions

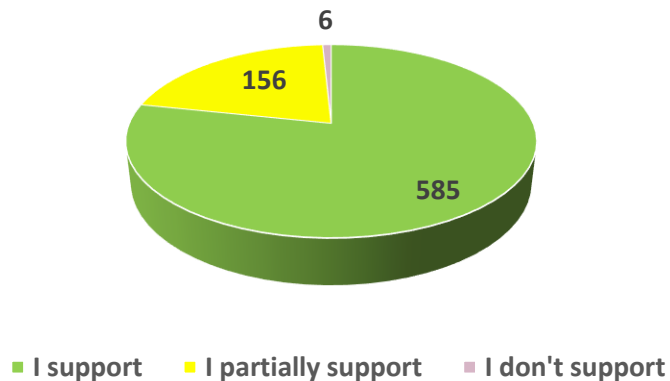
These two figures indicate the combined results for the first two poll questions:

- To what level do you support a harmonized code of conduct?



■ I support ■ I partially support ■ I don't support

- What is your level of support for harmonized sanctions?



The poll results indicated strong support for both a harmonized code of conduct and harmonized sanctions.

Support for Policy and Code Excerpts

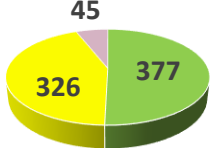
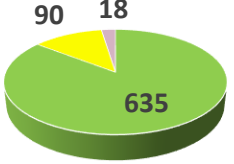
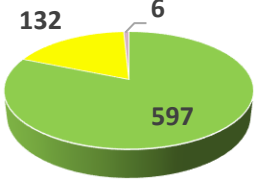
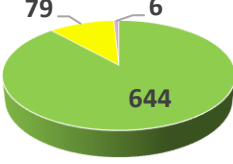
Participants at each summit were provided with a handout that listed four excerpts from the 2009 [Policy on Prohibited Conduct in Sport](#) and the [Code for Prohibited Conduct in Sport](#) that were developed by the CCES in conjunction with the Coaches of Canada (which has since merged with the CAC). Attendees were asked to discuss the excerpts and enter comments onto the handout.

Following the first Safe Sport Summit in Ontario, the ‘intent’ of each excerpt of the Code was added to the handout provided to the attendees in order to assist with their understanding. A full list of transcribed suggestions, plus the text of the ‘intent’ of each section, was provided in each jurisdictional summit report.

There were common themes among the comments including:

- The language of the Code is far too complicated. A harmonized Code must be understood by everyone across the country – including athletes.
- The importance of making exceptions for some types of coach-athlete relationships. For example, pre-existing relationships between consenting adults, relationships that develop in recreational settings, and relationships that are disclosed to the sport organization.
- Clarification of some terms – such as the ‘sport environment’ and ‘significant’. A harmonized Code must be clear so that there is no room for mis-interpretation.

Attendees were invited to speak to the group about the topic and were then asked to rate their support for each of the four excerpts from the Code. Combined poll results are provided on the following page.

Prohibited Conduct – Original Text	Support
<p>The Individual shall not have sexual relations, or sexual intimacy of any description, with any other Individual, with any athlete the Individual is coaching or with any other sport participant the Individual has access to in the sport environment if the other Individual, the athlete being coached or the sport participant is 18 years of age or older and if there exists a significant imbalance of power with respect to the relationship between the other Individual, the athlete being coached or the sport participant and the Individual which could reasonably jeopardize effective decision making regarding the existence or the nature of the sexual relations or sexual intimacy with the Individual.</p>	 <p>■ I support ■ I partially support ■ I don't support</p>
<p>The Individual shall not have sexual relations, or sexual intimacy of any description, with any athlete the Individual is coaching, with any other sport participant the Individual has access to in the sport environment or with any other Individual if the athlete being coached, the other sport participant or the other Individual are under the age of 18. With respect to the Individual's relationship with the other sport participant and the other Individual, they must each be subject, directly or indirectly, to the authority of the Individual for this section to apply.</p>	 <p>■ I support ■ I partially support ■ I don't support</p>
<p>The Individual shall refrain from all types of sexual misconduct in the sport environment. Age is not relevant to allegations of sexual misconduct. For the purposes of the Code, sexual misconduct shall include either or both of the following:</p> <ul style="list-style-type: none"> a) the use of power or authority in an attempt, successful or not, to coerce another person to engage in or tolerate sexual activity. Such abuses of power and authority include, but are not limited to, explicit or implicit threats of reprisals for non-compliance or promises of reward for compliance; b) engaging in deliberate or repeated unsolicited sexually oriented comments, anecdotes, gestures or touching, that: <ul style="list-style-type: none"> i. are offensive and unwelcome, or ii. create an offensive, hostile or intimidating environment, or iii. can reasonably be expected to be harmful to participants in the sport environment. 	 <p>■ I support ■ I partially support ■ I don't support</p>
<p>The following Criminal Code of Canada convictions are fundamentally inconsistent with the Individual's continued involvement with athletes and sport participants. Proof of the Individual's conviction for any of the following Criminal Code of Canada offences, whenever obtained, shall be a breach of this Code:</p> <ul style="list-style-type: none"> a) Any offences involving child pornography b) Any sexual offences involving a minor c) Any offence of assault involving a minor d) Any offence of physical or psychological violence involving a minor 	 <p>■ I support ■ I partially support ■ I don't support</p>

Priorities and Gaps

The facilitator spoke about how there are different codes of conduct in organizations and some organizations have no code at all. The attendees then discussed 6 questions related to risk and to the current status and implementation of a harmonized code. Volunteers led an aggregate discussion of each question. A transcribed list of comments was provided in each jurisdictional report.

Common themes arising from the comments included:

Identify 1-2 priority areas of significant risk for athletes/participants

- **Travel** – coaches and athletes travelling together – especially when they travel outside of the province or territory. Very common in rural and northern areas. Leads to isolation.
- **Adherence to Rule of Two** – there are some organizations that have not adopted the Rule of Two. It is challenging for some organizations because of the lack of capacity and the low number of available coaches.
- **Private Communication** – some private one-on-one in-person communication occurs - but there is a lot of private online communication. Coaches and athletes can interact 24/7 in a private space
- **Speaking Up** – athletes may not know how or where to speak up when they see or experience misconduct or abuse
- **Power Imbalance** – the coach-athlete relationship has a built-in power imbalance that can present a risk for participants

Focused at the club level, suggest how to effectively “on-board” new coaches, administrators and volunteers to engrain safe sport practices

- **Certification and Recertification** – coaches and other persons in authority must have minimum certification requirements for their position
- **Screening** – coaches and other persons in authority must be screened, which often includes obtaining a criminal record check or vulnerable sector check
- **Education** – ongoing education and training, resources for coaches, mentorship opportunities

Focused on your organization, what are 1-2 current best practices regarding safe sport?

- **Rule of Two** – ensure that there are always two persons in authority with athletes and that athletes are never alone with coaches
- **Gender Balance** – ensure there is always at least one person in authority who shares the same gender identity as the athletes
- **Education** – regular training for all coaches and individuals who interact with athletes, availability of resources, training on policies and procedures

Focused on your organization, what are the 1-2 biggest gaps regarding safe sport?

- **Lack of Education** – limited access to training opportunities, not understanding the necessity of safe sport
- **Lack of Awareness** – coaches and others are unaware of the existing policies and their responsibilities under those policies, fragmented landscape
- **Reporting Processes** – where do athletes report misconduct, role of a third party, need for an independent system
- **Capacity** – who will be implementing safe sport?

What would hold you back from committing to a harmonized code?

- **Simplify Language** – the new Code must use simple language (not like the old Code)
- **Clarify Content** – what is included in the new Code? What is the scope of the new Code?
- **Capacity** – who will fund the implementation of a new Code? Who will provide the training and education?

What 1-2 capacity issues do we need to keep in mind as we move forward with safe sport practices?

- **Scope** – the scope of the initiative has the potential to be immense. Thousands of organizations are impacted
- **Bottlenecks** – be aware of bottlenecks in the implementation phase (i.e., what or who could slow down the process and cause delays?)
- **Funding** – is there funding for a sustained system-wide implementation, monitoring, and enforcement? What resources are being dedicated to safe sport and from which organizations?
- **Enforcement** – once the new Code and sanctions are implemented, which group or body is ensuring compliance across the sport system?
- **Human Resources** – many of the individuals tasked with implementing or enforcing safe sport will be volunteers. What training is available for these individuals and how can their capacity be increased? How will their knowledge be transferred to the next generation of volunteers?

The Saskatchewan Model

As the CAC and its partners move forward with the implementation of a new harmonized Code of Conduct and harmonized sanctions, the model that currently exists in Saskatchewan can be viewed as a potential test case. Solutions that have been applied to challenges in Saskatchewan may be applied or adapted to potential problems that may arise nationally.

1. Why does a sport or jurisdiction need to adopt the new Code and sanctions?

In Saskatchewan, adopting specific conduct standards and the same dispute resolution mechanism is a requirement for membership and funding. This requirement is similar to sport recognition programs in other jurisdictions except it goes further. Rather than requiring an organization to have, for example, “standards of conduct for coaches”, Saskatchewan provides the exact written standards and requires that sport organizations adopt them.

Sask Sport Inc. consulted with the sport community and experts in the field to develop the common procedures and standards. It continues to update the required documents as new and evolving information becomes available.

Adoption of a national harmonized Code and sanctions would need to be tied to funding, organizational legitimacy, or some other stipulation to ensure compliance. In Saskatchewan, sport organizations must submit a [Dispute Resolution Policies and Procedures Checklist](#) indicating that the organization has adopted the dispute resolution policy suite (which includes policies for discipline, appeals, and conflict of interest as well as a code of conduct).

2. What about capacity issues?

In Saskatchewan, one benefit of requiring all sport organizations to have the same conduct standards and dispute resolution procedures is that Sask Sport (the delivery partner) can host training workshops and education sessions that are applicable to all groups. Some capacity issues are uploaded to Sask

Sport.

Additionally, Sask Sport has partnered with the ADR Institute of Saskatchewan, which provides dispute resolution services. This group (which is an affiliate of the ADR Institute of Canada) supplies the independent third-party Case Manager to sport organizations when a dispute arises. The cost for the Case Manager is borne by Sask Sport.

To solve some national capacity issues for a new Code and harmonized sanctions, the CAC (or another delivery partner) could similarly offer regular training workshops to all groups. Each NSO and PSO would not be required to decipher the Code or procedures on their own because this training would be provided at the national-level. However, there is presently no partnership with another organization to provide additional services (other than with the SDRCC for investigations). Opportunities for more partnerships may be pursued in the future.

3. What if the sport or a jurisdiction wants to make changes to the Code or to sanctions – in order to account for sport-specific, regional, or cultural exceptions?

In Saskatchewan, sport organizations are not permitted to make unilateral changes to the standard procedures. However, they may suggest changes to their own documents that may be necessary for the organization's own unique circumstances. Modifications are submitted to Sask Sport for approval.

Similarly, if a sport or a jurisdiction believes it needs to make some changes to the national Code or to sanctions, it could petition the CAC (or another partner) and include reasons for the changes. The CAC (or another partner) could also suggest common changes or modifications that have been made in one sport to another, similar sport.

4. What happens if there are external pressures (e.g., funding, recognition) that require certain procedures that do not align with the harmonized Code or sanctions?

In Saskatchewan, Sask Sport has asked NSOs that are requiring PSOs to adopt NSO-developed standards or procedures to instead adopt the Sask Sport-developed standards and procedures. While some changes can be made to the policies, as described above, Sask Sport recommends that Saskatchewan organizations inform the NSO that the Sask Sport policies are based on expert opinion and should be pre-eminent.

Similarly, the CAC expects the new Code and harmonized sanctions to be grounded in stakeholder consultation (the results from the jurisdictional summits), academic research, and participant experiences. The CAC (or other delivery partner) should encourage all jurisdictions and funders to recognize the strength and merits of the new Code and sanctions and why adapting them should be mandatory.

Summary of Themes

At most of the summits, following a group discussion about the priorities and gaps, Ms. Lafrenière discussed the [Canadian Sport Helpline](#) that was recently launched by the Sport Dispute Resolution Centre of Canada (SDRCC) with funding from the Government of Canada. She described the features of the initiative and how it works together with sport organizations' existing procedures.

Many summits then concluded with an address by Ms. Lafrenière who reflected on the expert presentations

and spoke about the building momentum of the initiative. Ms. Lafrenière also discussed how it is not easy to identify 'good people' from 'bad people' and showed an image of a smiling coach who was recently found guilty of sexual assault. Ms. Lafrenière highlighted the importance of positive imagery for coaches and encouraged organizations in attendance to document and display their adherence to the Rule of Two and their commitment to safe sport.

Each summit report included themes and takeaways from each jurisdiction. The themes below are representative of the results from the stakeholders in attendance at the summits:

1. **New Code**. The old Code is inaccessible. The language of a new Code must be easily understood by everyone across the country – including athletes. Definitions in the Code (such as 'sport environment' and 'significant imbalance') must be clearly defined. The language must be consistent.
2. **Exceptions to the Code**. Attendees at every summit discussed exceptions for the harmonized Code. Primarily, attendees wanted flexibility to exempt pre-existing coach-athlete relationships in certain contexts (i.e., consenting adults). Other exceptions that were discussed related to sport-specific situations, athletes with a disability, and regional and cultural differences. The need for exceptions to the Code is one reason nearly half of all attendees indicated only 'partial support' for the first excerpt from the old Code.
3. **Capacity**. Attendees are aware of challenges with human resources, funding, and time. Organizations will not want to implement a new Code or sanctions on their own and will need help.
4. **Reporting Process**. There needs to be an independent third-party reporting process so that athletes and other individuals can feel safe reporting incidents of misconduct or abuse.
5. **Education**. There is no central location for safe sport resources in Canada.
6. **Jurisdiction and Alignment**. There are challenges with implementing an aligned initiative within a single jurisdiction. Even more challenges will result from a national initiative. Some local organizations, well-meaning but intractable volunteers, and other roadblocks could all be a barrier to national implementation.

Appendix A – Safe Sport Summits

March 6th: Toronto, Ontario
March 11th: Vancouver, British Columbia
March 20th: Winnipeg, Manitoba
March 27th: Halifax, Nova Scotia
March 28th: Moncton, New Brunswick
March 29th: Charlottetown, PEI
March 30th: St John's, Newfoundland and Labrador
April 1st: Edmonton, Alberta
April 3rd: Whitehorse, Yukon
April 5th: Yellowknife, Northwest Territories
April 11th: Iqaluit, Nunavut
April 24th: Montreal, Quebec
Saskatchewan*

May 8th-9th: Ottawa, Ontario (National Summit)

*A safe sport summit was not held in Saskatchewan. Saskatchewan has a unique approach to safe sport that requires organizations to adopt province-wide standards for conduct and dispute resolution. The CAC attended a Complaints and Dispute Policy Workshop hosted by Sask Sport and the ADR Institute of Saskatchewan in March 2019. Lessons from this workshop, as well as results from a survey and interviews with stakeholders, contributed to the Saskatchewan Safe Sport Report.

Appendix B – Represented Groups and Organizations

The following organizations were represented at the Safe Sport Summits:

14 Wing Minor Soccer	Alberta Sport and Recreation for the Blind	Baseball Nova Scotia	Blended Athletics
2020 AWG Host Society	Alberta Sport Connection	Baseball PEI	Bowls Alberta
6 Pack Indoor Beach	Alberta Sport Development Centre- Calgary	Baseball Québec	Bowls MB, Blind Sports & Broomball
Abilities Centre	Alliance Sport-Études	Basketball BC	Boxing Alberta
Aboriginal Sport Recreation	Aniirajak Ski Club	Basketball Manitoba	Boxing NB
Acadia University	Archery Nova Scotia	Basketball Nova Scotia	British Columbia Golf
AFL Canada	Archery PEI	Basketball PEI	Burnaby Moresports
Air North	Arctic Edge Skating Club	Basketball Yukon	CAAWS
Alberta 55+ Provincial Games	Arctic Winter Games	BC Adaptive Snowsports	Campia Gymnastics
Alberta Amateur Wrestling Association	Association québécoise des sports pour paralytiques cérébraux	BC Athletics	Canada Basketball
Alberta Artistic Swimming	Association sportive des aveugles du Québec	BC Blind Sports and Recreation	Canada Soccer
Alberta Basketball	Athlétisme Canada	BC Floorball	Canadian Centre for Child Protection
Alberta Bicycle Association	AthletesCAN	BC Games Society	Canadian Centre for Ethics in Sport
Alberta Cerebral Palsy Sports Association	Athletics Alberta	BC Lacrosse Association	Canadian Centre for Mental Health and Sport
Alberta Colleges Athletic Conference	Athletics Gymnastics Academy	BC Ministry of Tourism, Arts and Culture	Canadian Girls Baseball
Alberta Curling Federation	Athletics NB	BC Rhythmic Gymnastics	Canadian Olympic Committee
Alberta Federation of Shooting Sports	Athletics Nova Scotia	BC Seniors Games Society	Canadian Paralympic Committee
Alberta Fencing Association	Athletics Ontario	BC Soccer	Canadian Sport Centre Atlantic
Alberta Field Hockey Association	Athletics Yukon	BC Speed Skating	Canadian Sport Institute Calgary
Alberta Golf	Aviron Québec	BC Ultimate	Canadian Sport Institute Ontario
Alberta Gymnastics	Badminton Alberta	BC Wheelchair Basketball	Canadian Sports Centre Manitoba
Alberta Lacrosse	Badminton NL	BC Wheelchair Sports	Canadian Tire Jumpstart Charities
Alberta Orienteering Association	Badminton Québec	Biathlon PEI	Canoe Kayak BC
Alberta Sailing Association	Baseball NB	Biathlon Yukon	Canoe Kayak Canada
Alberta Schools' Athletic Association	Baseball NL	Bicycle NL	Canoe Kayak Nova Scotia

Cape Breton Highlands Education Centre	Codiac Vikings Swim Team	Digby Area Recreation	Fredericton Disctrict Soccer
Cape Breton Regional Municipality	Co-Evolution Inc	Direction de la sécurité dans le loisir et le sport	Freestyle Canada
Cape Breton University	Communities, Culture and Heritage	Easter Seals	Freestyle Nova Scotia
Capitis Consulting	Comox Valley Regional District	Edmonton Sport Council	Freestyle Skiing Ontario
Cartenav Solutions	Coquitlam Metro-Ford Soccer	Égale Action	Golf Manitoba
CCES	Coquitlam Moody Ringette	Elsipogtog First Nation	Golf NL
Central Region Sport and Recreation Council	Cricket NL	Engage Sport North	Golf Nova Scotia
Centre de Règlement des Différends Sportifs du Canada	Cross Country Alberta	Equal Play FC	Golf Ontario
Centre St-Frédéric	Cross Country NB	Excellence sportive de l'Île de Montréal (ESIM)	Golf Québec
Change of Seasons Consulting	Cross Country Ski	Fédération de natation du Québec	Government of Canada (Canadian Northern Economic Development Agency (CanNor))
Chignecto-Central Regional Centre for Education	Cross Country Yukon	Fédération de patinage de vitesse du Québec	Government of New Brunswick
Chilliwack FC	CSI Pacific	Fédération des Sports à Murs du Québec	Government of Newfoundland and Labrador
City of Iqaluit	Curl BC	Fédération québécoise de biathlon	Government of Nunavut (Department of Education)
City of Markham	Curling Canada	Fédération québécoise de Kin-Ball	Government of Nunavut (Department of Health – Quality of Life)
City of Moncton	Curling PEI	Fédération Québécoise de Taekwondo	Government of Nunavut (Department of Sport and Recreation)
City of Surrey	Curling Québec	Fédération québécoise des sports cyclistes	Government of NWT (Department of Justice)
City of Whitehorse	CurlManitoba	Fédération québécoise d'Ultimate	Government of NWT (Education, Culture & Employment)
Club de la Médaille d'Or	Cycling Association of the Yukon	Field Hockey Alberta	Government of NWT (Municipal and Community Affairs)
Coach NB	Cycling BC	Field Hockey PEI	Gymnastics BC
Coaches Association of Ontario	Cycling Canada	Fondation de l'athlète d'excellence du Québec	Gymnastics NB
Coaching Association of Canada	Cycling PEI	Football Alberta	Gymnastics NL
Coaching Manitoba	Dalhousie University	Football Manitoba	Gymnastics Nova Scotia
Coaching NL	Danse Sport Québec	Football NB	Gymnastics PEI
Coaching Nova Scotia	Darts Alberta	Football NL	Gymnastique Québec
Codiac Soccer	Delta Gymnastics	Football PEI	Halifax Regional Centre for Education

HeadStartPro	Karate Nova Scotia	MLSE LaunchPad	Nova Scotia Community College
Hockey Alberta	Key City Gymnastics	Moresports	Nova Scotia Curling Association
Hockey Canada	KidSport Alberta	Mount Pearl Sport Alliance	Nova Scotia Department of Health and Wellness
Hockey Moncton	Kings County	Mount Saint Vincent University	Nova Scotia Equestrian Federation
Hockey NB	KL Sports Consulting	Mountain View Golf Club	Nova Scotia Lifeguard Service
Hockey NL	Lacrosse PEI	Muaythai Ontario	Nova Scotia School Athletic Federation
Hockey Nova Scotia	Langara College	Municipality of the District of West Hants	Nunavut Badminton Association
Hockey PEI	Lifesaving Society of Nova Scotia	MyTTC	NWT Gymnastics
Holland College	Loisirs Laurentides	N60 Combative Arts	NWT Hockey
Horse Council BC	Lotteries Yukon	NAIG 2020 Host Society Inc.	NWT Soccer
indigenous Sport and Wellness Ontario	Louis Riel School Division	Natation artistique Québec	NWT Softball
InMotion Network	Manitoba Aboriginal Sports and Recreation Council	NBIAA	Ontario Artistic Swimming
Institut nationale du sport du Québec	Manitoba Archers & Bowhunters Association	NL Athletics Association	Ontario Association of Children's Aid Societies
Island Gymnastics Academy	Manitoba Cricket Association	NL Ball Hockey	Ontario Basketball
Island Horse Council	Manitoba Cycling Association	NL Basketball	Ontario Curling Council
IWK Health Centre	Manitoba Diving Association	NL Equestrian	Ontario Cycling Association
Judo BC	Manitoba Gymnastics Association	NL Shooting Association	Ontario Ministry of Tourism, Culture and Sport
Judo Manitoba	Manitoba Horse Council	NL Soccer	Ontario Volleyball Association
Judo NB	Manitoba Judo Black Belt Association	NL Triathlon	Ontario Wheelchair Sports Association
Judo Québec	Manitoba Soccer	NL Volleyball	Orienteering BC
Jumpstart	Manitoba Wheelchair Sports	NL Wrestling	Orienteering Canada
JW Sporta	Martock Ski Race Club	North Shore Girls Soccer	Pacific Institute for Sport Excellence
Kamloops Youth Soccer	McInnes Cooper	North Shore Youth Soccer	PacificSport Fraser Valley
Karate BC	Mentoring Juniors Kids Organization (MJKO)	North Toronto Collegiate Institute	Paddle Manitoba
Karate Canada	Metro Women's Soccer League	Nova Scotia Arm Wrestling Association	Para Sport NL

PARADIGM Sports	Ringette Alberta	Skate NB	Sport Calgary
ParaSport and Recreation PEI	Ringette BC	Ski de fond Québec	Sport Canada
Parasport NB	Ringette Manitoba	Ski Nova Scotia	Sport Dispute Resolution Centre of Canada
Parasports Québec	Ringette NB	Ski Patrol	Sport For Life
Patinage Québec	Ringette Nova Scotia	Smash Volleyball	Sport Law & Strategy Group
Pearlgate Track and Field	Ringette Ontario	Soccer Nova Scotia	Sport Manitoba
PEI Aboriginal Sport Circle	Ringette Québec	Société de sauvetage	Sport NB
PEI Golf Association	RLSQ	Société des Jeux de l'Acadie	Sport NL
PEI Soccer Association	Rowing BC	Softball Alberta	Sport North
PEI Table Tennis Association	Rowing Manitoba	Softball BC	Sport Nova Scotia
Personal Sport Record	Rowing NB	Softball Canada	Sport PEI
Phoenix Gymnastics	ROWONTARIO	Softball NB	Sport Yukon
Polar Tumblers Gymnastics Club	Royal City Curling Club	Softball NL	Sport'Aide
Powerlifting Nova Scotia	Rugby Alberta	Softball Ontario	SportMedBC
Queen's University	Rugby Ontario	Softball Yukon	Sports Cardiology BC
Racquetball Canada	Sail Manitoba	Special Olympics Alberta	SPORTSQUÉBEC
Rainbow Riders Gymnastics Club	Sail Nova Scotia	Special Olympics BC	Squash BC
Recreation Facility Association of Nova Scotia	School Sport Federation	Special Olympics Canada	Squash NL
Recreation NB	School Sports NL	Special Olympics NB	St. Patrick High School
Recreation NL	Semiahmoo Minor Hockey	Special Olympics NL	Steadward Centre
Réseau du sport étudiant du Québec (RSEQ)	She Plays Soccer Academy	Special Olympics Ontario	Superior Propane Centre
Respect Group	SHIFT BC	Special Olympics PEI	Swim Alberta
Rhythmic Gymnastics Alberta	Simon Fraser University	Special Olympics Yukon	Swim Manitoba
Richmond Hill Soccer Club	Skate Canada PEI	Speed Skating NB	Swim Nova Scotia
Richmond Jets Minor Hockey	Skate Canada: Alberta-NWT/Nunavut	Sport Ability BC	Swim Ontario

Swim PEI
Swim Yukon
Swimming Canada
Swimming NL
Synchro BC
Table Tennis Canada
Tennis Alberta
Tennis NL
Tennis Québec
Terra Riders
Tiger Taekwondo Yukon
Tir à l'arc Québec
Toronto Accessible Sports Council
Toronto Pan Am Sports Centre
Town of Kentville
Town of Oxford
Town of Truro
Triathlon Alberta
Triathlon BC
Triathlon Manitoba
Triathlon Ontario
Triathlon Québec
True Sport Manitoba
U SPORTS
UBC Athletics

UBC Women's Field Hockey
Umoja Soccer School
Université Sainte-Anne
University of Manitoba
University of Toronto
Vancouver Basketball Foundation
Vancouver Park Board
Vanier Catholic Secondary School
Ville de Dieppe
Volleyball BC
Volleyball Canada
Volleyball Manitoba
Volleyball NB
Volleyball Nova Scotia
Volleyball PEI
Volleyball Québec
Volleyball Yukon
Water Ski - Wakeboard Manitoba
Waterpolo Québec
Wentworth Ski Racing Club
West Coast Pirates Water Polo
West Vancouver Field Hockey
Western Regional Sport and Recreation Council
Western University
Whistler Sport Legacies

Whitehorse FC
Whitehorse Glacier Bears Swim Club
Whitehorse Minor Hockey Association
WomenActive
Wrestling PEI
YMCA
York University
Yukon Aboriginal Sport Circle
Yukon College
Yukon Curling Association
Yukon Fish and Game Association
Yukon Golf Association
Yukon Government
Yukon Gymnastics Association
Yukon Orienteering Association
Yukon Speed Skating

Most attendees drew from their experiences as both administrators and participants (e.g., coaches or athletes) in sport. Attendees were asked to identify their current *primary* role in the sport system:

Primary Role	# of Attendees
NSO/PSO/Club Administrator	368
MSO Administrator	193
Athlete	13
Coach	73
Official	9
Child Protection Agency/Service	4
Facility	22
Government	66
University/College	32
Support Staff	54
Other	46
TOTAL	880

Appendix C – Opening Remarks and Expert Presentations

Jurisdiction	Opening Remarks	Expert Presentations
Ontario	Wendy Dobbin (Canadian Sport Institute – Ontario) Jeremy Cross (Coaches Association of Ontario) Steve Harlow (Government of Ontario)	Allison Forsyth (Olympian/AthletesCAN) Dr. Gretchen Kerr (University of Toronto) Paul Melia (CCES)
Nova Scotia	Mike Hudson (Government of Nova Scotia) Leo Thornley (Canadian Sport Centre - Atlantic)	Allison Forsyth (Olympian/AthletesCAN) (video) Dr. Gretchen Kerr (University of Toronto) (video)
Nunavut	Kerby Corcoran (Government of Nunavut)	Allison Forsyth (Olympian/AthletesCAN) (video) Dr. Gretchen Kerr (University of Toronto) (video)
Northwest Territories	Doug Rentmeister (Sport North) Elder Jonas Sangris	Allison Forsyth (Olympian/AthletesCAN) (video) Dr. Gretchen Kerr (University of Toronto) (video)
Manitoba	Jeff Hnatiuk (Sport Manitoba)	Allison Forsyth (Olympian/AthletesCAN) (video) Dr. Sandra Kirby (University of Winnipeg) Paul Melia (CCES) Sheldon Kennedy (The Respect Group)
New Brunswick	Manon Ouellette (Coach NB) Jamie Shanks (Government of New Brunswick) Elder Peter Jadis	Allison Forsyth (Olympian/AthletesCAN) (video) Dr. Gretchen Kerr (University of Toronto) (video)
Newfoundland and Labrador	Troy Croft (Sport NL)	Allison Forsyth (Olympian/AthletesCAN) (video) Dr. Gretchen Kerr (University of Toronto) (video)
Alberta	Erica Wiebe (Olympian)	Allison Forsyth (Olympian/AthletesCAN) (video) Dr. Gretchen Kerr (University of Toronto) (video)
British Columbia	Shelia Bouman (viaSport BC) Jennifer Heil (viaSport BC)	Allison Forsyth (Olympian/AthletesCAN) (video) Dr. Gretchen Kerr (University of Toronto) (video) Paul Melia (CCES)
Prince Edward Island	Gemma Koughan (Sport PEI) Dr. Kim Critchley (Government of PEI)	Allison Forsyth (Olympian/AthletesCAN) (video) Dr. Gretchen Kerr (University of Toronto) (video)
Yukon	Matt King (Government of Yukon)	Allison Forsyth (Olympian/AthletesCAN) (video) Dr. Gretchen Kerr (University of Toronto) (video)
Quebec	Alain Deschamps (SportsQuébec)	Marc Legros (Legros St-Gelais Charbonneau) Dr. Sylvie Parent (Laval University) Dan-Thanh Tran (CCES)

Appendix D – Red Deer Declaration

RED DEER DECLARATION For the Prevention of Harassment, Abuse and Discrimination in Sport

We, the Federal, Provincial, and Territorial Ministers responsible for Sport, Physical Activity, and Recreation recognize that:

- Sport participation can have a positive impact on lives and communities, encouraging every person to achieve their potential and benefit from positive health and social outcomes.
- All Canadians have the right to participate in sport in an environment that is safe, welcoming, inclusive, ethical and respectful, and one that protects the dignity, rights and health of all participants.
- Sport must be free from harassment, abuse, unethical behaviour, and discrimination, regardless of sex, gender identity or expression, ethnicity, religion, language, age, sexual orientation, ability, or any other basis.
- Federal, provincial, and territorial governments have a critical role to play in ensuring and sustaining a safe, welcoming, inclusive, and respectful environment that is free from harassment, abuse, and discrimination.
- The sport sector has taken the initiative in recent years to promote a Safe Sport environment for all participants throughout Canada and is seeking leadership and collaboration from governments in its efforts.
- Canadian athletes, who have called on all governments to take action to address significant concerns regarding the safety of participants at all levels, must play a central role in the prevention of harassment, abuse and discrimination in sport.

We, the Federal, Provincial, and Territorial Ministers responsible for Sport, Physical Activity, and Recreation will work together to:

- Reinforce and build on the existing work and commitments to activate the values of the *Canadian Sport Policy, the Framework for Recreation in Canada and the Common Vision for increasing physical activity and reducing sedentary living in Canada*.*
- Foster a collaborative and coordinated relationship with sport organizations, participants, and stakeholders, and engage relevant experts to identify effective approaches to prevent and respond to incidents of harassment, abuse, and discrimination.
- Prioritize collective actions to address harassment, abuse and discrimination and unethical behaviour in sport, while respecting jurisdictional responsibilities.

We, the Federal, Provincial, and Territorial Ministers responsible for Sport, Physical Activity, and Recreation will work together on the following immediate actions:

- Establishing a standing item on safety and integrity in sport, including harassment, abuse and discrimination, on the agenda for ministerial conference calls and meetings for the purpose of reviewing progress of actions, updating priorities, and exploring innovative approaches.
- Implementing a collaborative intergovernmental approach, with better harmonized commitments, mechanisms, principles, and actions to address harassment, abuse, and discrimination in sport in the areas of awareness, policy, prevention, reporting, management, and monitoring.
- Investigating a mechanism to report and monitor incidents of harassment, abuse, and discrimination reported in sport environments in order to inform future decisions and initiatives.

** Although Quebec is not opposed to the principles underlying the Common Vision and the Framework for Recreation, it has its own programs, action plans, objectives and targets for the promotion of physical activity and healthy lifestyles, all areas which are under Quebec's responsibility. The Government of Quebec does not participate in federal, provincial and territorial initiatives in those areas, but agrees to exchange information and best practices with other governments.*

Appendix E – Definitions

DEFINITIONS: ABUSE AND NEGLECT

- World Health Organization (2010): all types of physical and/or emotional ill-treatment, sexual abuse, neglect, negligence and commercial or other exploitation, which results in actual or potential harm to the child's health, survival, development or dignity in the context of a relationship of responsibility, trust, or power.
- Any act or series of acts of commission or omission by a parent or other caregiver (e.g., clergy, coach, teacher, etc.) that results in harm, potential for harm, or threat of harm to a child.

Key features of definitions

- Power imbalance
- Volitional: the behaviour itself is deliberate (as opposed to an accident)
- Focus on Objective Behaviour (not harm incurred or actor's intentions)
- Focus on Potential for Harm: Preventative approach, does the behaviour have the potential to cause harm (physical, psychologically)?
- Pattern of Behaviour required (excluding assault)
- Intention of the adult in the position of trust and authority is irrelevant

DEFINITION: ABUSE

Words or actions that cause harm, potential harm, or threat of harm: Acts of Commission

- Sexual abuse
- Psychological abuse
- Physical abuse

Sexual Abuse

- Any sexual interaction with person(s) of any age that is perpetrated against the victim's will, without consent, or in an aggressive, exploitative, coercive, manipulative, or threatening manner
- Behaviours can be contact or non-contact
- Examples include:
 - Touching
 - Indecent exposure
 - Showing sexually explicit pictures online
 - Sexually-oriented comments or jokes
 - Reward for sexual favours
 - Penetration

Psychological abuse

- "A pattern of deliberate non-contact behaviours by a person within a critical relationship role that has the potential to be harmful"
- Most commonly reported form of abuse experienced by athletes
- Associated with every other form of abuse and is a stand-alone form
- Replicated across various countries and sports

Physical abuse

- Contact or non-contact behaviour that can cause physical harm
- Examples include:
 - Hitting an athlete with sports equipment

- Returning to play prematurely
- Excessive repetition of a skill to the point of injury
- Excessive exercise as a form of punishment

DEFINITION: NEGLECT

Failure to provide for needs or to protect from harm or potential harm: Acts of Omission

- Physical neglect
- Emotional neglect
- Medical neglect
- Education neglect
- Inadequate supervision
- Exposure to unsafe or violent environment

Examples include:

- Withholding, recommending against or denying adequate hydration, nutrition, medical attention, or sleep
- Ignoring and injury or athlete's report of pain
- Knowing about abuse but failing to report
- Denial of non-sport, developmentally valuable experiences