



Safe Sporting Environment Policy

Strathcona County Swim Club (also known as the SilverRays or SRAYS) believes that everyone in the sport has the right to enjoy the sport at whatever level or position they participate. All members and staff have the right to participate in a safe and inclusive training and competitive environment that is free of abuse, harassment or discrimination. The Club believes the welfare of everyone involved in the sport is a foremost consideration and in particular the protection of children/athletes in the sport is the responsibility of each individual, member, club and special interest group in the swimming community.

Guiding Principle

Strathcona County Swim Club provides a fun, healthy, inclusive and safe environment. Swimming enriches the lives of everyone involved by ensuring that the training and competitive environment is one where athletes, coaches, officials, volunteers and staff know they are safe, and are treated with respect and dignity.

Ongoing Commitment to a Safe Sporting Environment

Strathcona County Swim Club, in understanding its Duty of Care, will ensure:

- i. Standards and procedures, based on best practices, support a safe, inclusive, open, observable and transparent sporting environment for all members.
- ii. The framework for Safe Sporting Environment focusses on the role, responsibility and practices of everyone involved in Swimming to ensure the safety of and development of athletes.
- iii. That programs and services will be consistent with and support the Safe Sporting Environment Guiding Principle.
- iv. Recognition of the critical role of the clubs and special interest group members in the delivery of Safe Sporting Environment programs initiatives.
- v. Club programs and services will adopt the Open and Observable Environment requirements of Swimming Canada. Open and observable environments means making meaningful and concerted efforts to avoid situations where a coach, official or other representative might be alone with an athlete and/or vulnerable individual (as defined in the Code of Conduct). All interactions between an athlete and an individual who is in a position of trust (as defined in the Code of Conduct) should normally, and wherever possible, be in an environment or space that is both “open” and “observable” to others. There should be no one-to-one interactions between a person in a position of trust and an athlete and/or vulnerable individual in a closed or unobservable area.

Evaluation

Strathcona County Swim Club shall continually monitor and evaluate its policies, practices and procedures. Applicable policies and guidelines may include and are not limited to:

- i. Code of Conduct and Ethics
- ii. Coaching Guidelines and Expectations
- iii. Board of Directors Guidelines and Expectations
- iv. Athlete Guidelines and Expectations
- v. Recruitment and Screening Policy
- vi. Discipline, Complaints and Dispute Resolution Policy
- vii. Equity, Inclusion and Universal Access Policy



- viii. Social Media Policy
- ix. Conflict of Interest Policy
- x. Confidentiality Policy
- xi. Financial Policy

Approved: October 7, 2020
Strathcona County Swim Club Board of Directors