



GOLF CANADA'S COMMITMENT TO SAFE SPORT

Purpose

1. This section of the Safe Sport document describes the commitment of Golf Canada to provide a safe sport environment and adhere to the UCCMS.

Commitment to a Sport Environment Free from Prohibited Behaviour and Maltreatment

2. Golf Canada makes the following commitments to a sport environment free from Prohibited Behaviour and Maltreatment:
 - a) All Organizational Participants in golf can expect to play, practice and compete, work, and interact in an environment free from inappropriate behaviour, including Prohibited Behaviour and Maltreatment as defined by the UCCMS.
 - b) Addressing the causes and consequences of Prohibited Behaviour and Maltreatment is a collective responsibility and requires the deliberate efforts of all Organizational Participants, sport stakeholders, golfclub administrators and organization leaders.
 - c) Organizational Participants in positions of trust and authority have the general responsibility to protect the health and well-being of all other Organizational Participants.
 - d) Adult Organizational Participants have a specific ethical and statutory duty and the additional responsibility to respond to incidents of Prohibited Behaviour and Maltreatment involving Minors and other Vulnerable Individuals.
 - e) All Organizational Participants recognize that Prohibited Behaviour and Maltreatment can occur regardless of age, sex, sexual orientation, gender identity or expression, race, ethnicity, Indigenous status, or level of physical and intellectual disability and their intersections. Moreover, it is recognized that those from traditionally marginalized groups have increased vulnerability to experiences of Maltreatment.
 - f) All Organizational Participants recognize that individuals who have experienced Maltreatment may experience a range of effects that may emerge at different time points and that can profoundly affect their lives.
 - g) All adults working with children and youth have a duty to prevent or mitigate opportunities for misconduct.
 - h) In recognition of the historic vulnerability to discrimination and violence amongst some groups, and that continues to persist today, Organizational Participants in positions of trust and authority have a duty to incorporate strategies to recognize systemic bias, unconscious bias, and to respond quickly and effectively to discriminatory practices.

Conduct Standards

3. Golf Canada has adopted a *Code of Conduct and Ethics* that describes standards of conduct and behaviour for all Organizational Participants. General standards of conduct apply to all Organizational Participants and specific standards apply to positions within the organization.
4. The *Code of Conduct and Ethics* indicates that Golf Canada adopts and adheres to the Canadian Anti-Doping Program.

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Social Media

5. Golf Canada has adopted a *Social Media Policy* that describes standards of conduct that are expected on social media by Organizational Participants. The *Social Media Policy* highlights the importance of responsible coach-athlete interaction on social media.

Athlete Protection

Screening

6. Golf Canada has adopted a comprehensive *Screening Policy* that requires some Organizational Participants to pass a screening process before being permitted to interact with athletes.
7. Golf Canada has developed an *Athlete Protection Policy* that can be used by coaches, managers, medical personnel, and other Persons in Authority. Golf Canada provides training on the policy and has taken steps to ensure the policy is being implemented.

Resources

8. Golf Canada will regularly provide information to Organizational Participants about resources and training related to athlete protection.

Athlete Engagement

9. Golf Canada will engage with Athletes to determine the level of success of their athlete protection measures as well as to identify any gaps or athlete concerns.

Dispute Resolution

10. Golf Canada has developed a comprehensive suite of dispute resolution policies that include:

- a) *Discipline and Complaints Policy*
- b) *Appeal Policy*
- c) *Dispute Resolution Policy*
- d) *Event Discipline Procedure*
- e) *Whistleblower Policy*

11. Taken together, the suite of dispute resolution policies includes the following features:

- a) An independent individual to whom complaints can be submitted.
- b) Sanctions for violations of conduct standards.
- c) Mechanism for suspension of individuals pending the conclusion of the process.
- d) Non-biased and experienced case managers, decision-makers and/or investigators.
- e) Protection from reprisal for submitting complaints.
- f) Anonymity for the complainant in cases of whistleblowers, to the maximum extent possible.
- g) Independence of appeal procedures when appeals are permitted.
- h) Opportunity for alternative dispute resolution.
- i) Investigations of complaints as circumstances merit.
- j) In-event discipline procedures (when an event does not have its own disciplinary procedures).

Alignment

12. Golf Canada recognizes the importance of safe sport for Athletes and Organizational Participants across the country. Golf Canada has developed a *Reciprocation Policy* that:
 - a) Requires Provincial Golf Associations and Member Clubs to report discipline decisions to Golf Canada.
 - b) Requires Golf Canada to distribute discipline decisions to all Provincial Golf Associations

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and to applicable Member Clubs.

- c) Requires Golf Canada, Provincial Golf Associations and Member Clubs to recognize and enforce sanctions imposed by Golf Canada, a Provincial Golf Association, or a Member Club or the OSIC.

Obligations – Reporting and Third-Party Case Management

13. The policies of Golf Canada include requirements that certain complaints must be reported to government entities such as Sport Canada, local police forces, and/or child protection agencies.
14. The policies of Golf Canada include requirements that complaints must be received by an Independent Third Party that has no conflict of interest or bias.

Records

15. Golf Canada will retain records of decisions that have been made pursuant to the organization's policies. These records may be shared with other individuals or organizations, including but not limited to, national sport organizations, provincial/territorial sport organizations, international sport federations, multi-sport organizations, and government entities.

Governance and Operations

16. Golf Canada will have a comprehensive plan in which athlete protection and safe sport are top priorities for the organization.
17. Golf Canada maintains a *Risk Management Registry* that describes how the organization identifies risks and categorizes them based on the product of likelihood and impact. Golf Canada will contemplate risk management strategies that retain, reduce, transfer, and/or avoid the risk. Risks can occur in the following areas:
 - a) Operational/Program
 - b) Compliance
 - c) Communication
 - d) External
 - e) Governance
 - f) Financial
 - g) Health and Safety
18. Golf Canada continues to develop a governance structure and organizational culture that reflects the diversity of the athletes and stakeholders within the sport, that adheres to all applicable federal and/or provincial/territorial legislation, and that moves toward a national alignment strategy for the sport in Canada.
19. Golf Canada continually monitors and evaluates its policies, practices, and procedures.