



Updated December 14, 2024

Golden Horseshoe Cycling Hub Safe Sport Policy

Statement

The goal of this policy is to outline the requirements to ensure a safe sport environment within Golden Horseshoe Cycling Hub (GHCH) activities. This Policy applies to Staff taking part in GHCH activities including, but not limited to, events, training sessions, competitions, conferences, and travel associated with GHCH business.

Principles

1. GHCH believes that everyone is entitled to participate in a safe and inclusive environment. Proper protocols, education and screening practices must be in place to ensure this environment is maintained.
2. All individuals will be educated on what constitutes a safe sport environment and be confident that any individual working within GHCH activities is educated and screened at a level appropriate to their roles and responsibilities.
3. Any individual working within GHCH activities will be required to meet the requirements associated with their roles and responsibilities as outlined in the appendix to this policy.

Definitions

4. Staff - An individual recognized by GHCH operating in a full-time, part-time, term, contract, or volunteer capacity
5. Safe Sport Personnel Registry - A record of individuals who have completed components of the safe sport education and screening defined in this policy and GHCH Screening Policy.
6. Person in Authority (PIA) - Includes any person who holds a position of trust or authority over an athlete pursuant to the role assigned to them by GHCH or a GHCH decision maker. PIAs include but are not limited to coaches, Staff, third party service providers and volunteers.

Application of this Policy

7. GHCH will ensure a safe sport environment where appropriate protocols, education and screening are adhered to and completed.
8. In order to be part of GHCH's safe sport environment, all Staff must meet the requirements and protocols set out in this policy.

Provisions

9. Protocols
 - a. GHCH follows these protocols, which are intended to promote safe sport and greater welfare for all athletes:
 - i. GHCH Code of Conduct
 - ii. Responsible Coaching Movement





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- iii. Rule of Two (observing one PIA is the same gender as the athlete)
- iv. Ethics training
- v. Background Screening
- vi. Protocol for identifying Staff eligibility to participate in GHCH activities if listed on the Safe Sport Personnel Registry
- vii. Protocol for managing head injuries and concussions
- viii. Protocols for supporting and monitoring physical and mental health and nutrition and eating behaviours
- ix. Protocols for injury prevention, management, and return-to-play
- x. Protocols for managing critical incidents.

Education

10. Education surrounding all components of safe sport is critical and must be adhered to at all levels. Below is a list of educational components that will be required as appropriate to an individual's organizational role, as outlined in the appendix to this policy:
- a. Recognized ethics training
 - b. Recognized respect in sport training (to identify and respond to abuse, neglect, harassment, and bullying)
 - c. Recognized concussion education
 - d. Recognized training on how to identify and respond to maltreatment, power imbalance and grooming
 - e. Recognized nutrition education
 - f. Recognized First Aid and CPR training.

Screening

11. Each individual's level of interaction with athletes will determine their level of risk and corresponding screening requirements as set out in GHCH's Screening Policy.
12. All applicable screening requirements must be completed prior to being approved as Staff to participate in any GHCH activity.

Monitoring Compliance

13. GHCH will be responsible for monitoring and ensuring that any individual participating in any GHCH activity has met the requirements. It is the responsibility of the individual to complete all requirements in a timely and truthful fashion. GHCH will circulate reminders prior to participation regarding the protocols to be followed.
14. Individuals who have completed all requirements will be added to the Safe Sport Personnel Registry and are therefore eligible to be approved to participate in GHCH activities.





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15. An annual report will be conducted by senior management to review safe sport compliance and be presented to the CEO.

Reporting Safe Sport Policy Breaches

16. Anyone who observes a breach of this Safe Sport Policy is required to report it. They may file a formal complaint to GHCH's third party case manager under either the Complaints and Discipline Policy or the Whistleblower Policy, depending on the severity of the failure to comply and their wish for privacy.
17. GHCH follows the following protocols, which are intended to promote safe sport and result in greater welfare for all athletes:
 - a. **The Responsible Coaching Movement** - Developed by Coaching Association of Canada outlines best practices for ensuring the safety and health of all participants in sport. Appropriate background screening and ethics training are the first steps to being a responsible coach. Also, the Rule of Two must be exercised at all times.
 - b. **The Rule of Two** - Aims to ensure that all interactions and communications with athletes are open, observable and justifiable. Its purpose is to protect athletes and coaches in potentially vulnerable situations by requiring that more than one screened adult is always present. A PIA is never alone and out of sight with an athlete without another screened coach or screened adult (parent, volunteer or staff) present. One of the screened PIAs should be the same gender as the athlete. The Rule of Two also applies to virtual settings.
 - c. **Staff Eligibility Policy** - Ensures that only individuals who are compliant with the safe sport education and training requirements and GHCH Screening Policy will be approved to participate in GHCH activities. All individuals who are eligible will be recorded on the Safe Sport Personnel Registry.
 - d. **GHCH Concussion Policy** - Outlines detailed steps to be followed when any individual is suspected to have sustained a head trauma. It also defines a clear multi-step pathway for returning to cycling and can be found on the GHCH Athlete Protection Guidelines.
 - e. **Injury Prevention and Management Policy** - Developed to progress athletes on a clearly defined pathway to resume training while ensuring their health and safety is at the primary consideration in their development.
 - f. **Critical Incident Policy** - A step-by-step procedure list determined prior to any GHCH activity. It outlines necessary steps to address a situation if an accident occurs and documents the accident and actions taken to ensure appropriate treatment.

