Ontario Amateur Wrestling Association
Safe Sport Policies

Adopted by the OAWA Board of Directors: September 11, 2022

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INTRODUCTION

Ontario Amateur Wrestling Association (OAWA) has a fundamental obligation and responsibility to protect the health and well-being of the organization and its participants.

OAWA takes any situation involving misconduct or Maltreatment very seriously. OAWA is committed to enacting and enforcing strong, clear, and streamlined policies and processes for preventing and addressing all forms of misconduct or Maltreatment.

This OAWA Safe Sport Manual, applicable to Participants in OAWA's jurisdiction, contains policies intended to promote a safe sport environment in a manner that allows for consistent, immediate, appropriate and meaningful action should any issues arise, but also to prevent issues from arising by communicating expected standards of behaviour to all participants.

Individuals and participants involved with wrestling programs (including Athletes, coaches, officials, volunteers, and parents of Athletes) can report any instance of misconduct or maltreatment directly to OAWA's President or designate, or Provincial Director, who will then determine the appropriate jurisdiction and / or manner to address the complaint:

OAWA President	Jason O'Neil	president@oawa.ca
OAWA Provincial Director	Tim MaGarrey	admin@oawa.ca

It should also be noted that certain policies found in this Safe Sport Manual also apply to matters beyond safe sport (i.e. Appeal Policy). As such, copies of these policies will also be published separately on OAWA's website so that they are accessible and applicable in all relevant areas.

OAWA also recognizes the recent development of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) and wishes to integrate the UCCMS into its policies.

DEFINITIONS

The terms defined below shall apply to the OAWA policies included in this OAWA Safe Sport Manual, as well as any other policies that may be referenced herein.

Please note the definitions below for "*Participants*" and "*OAWA jurisdiction*" which are key to understanding the intent and application of this Manual.

*indicates a definition adapted from the UCCMS.

1. "*Abuse*" – Grooming, Child/Youth Abuse or Vulnerable Adult Abuse.
2. "*Affected Party*" - Any individual or entity, as determined by the Complaints & Appeal Officer, who may be affected by a decision rendered under the Appeal Policy and who may have recourse to an appeal in their own right under the Appeal Policy.
3. "*Appellant*" – The Party appealing a decision pursuant to the Appeal Policy.
4. *"*Athlete"* – An individual who is an Athlete Participant under OAWA jurisdiction who is subject to the UCCMS and the policies of OAWA.
5. "*Board*" – The Board of Directors of OAWA or a Member, as applicable.
6. *"Club"* – A club or league affiliated with a PTSO or with OAWA.
7. *"*Complainant*" – A Participant or observer who makes a report of an incident, or a suspected incident, of Maltreatment or other behaviour that is a violation of the standards described in the *Code of Conduct and Ethics*.
8. *"Complaints & Appeal Officer"* – an independent third party who administers the Dispute Resolution Policy, Discipline and Complaints Policy, Appeal Policy and the Investigations Policy. The Complaints & Appeal Officer will have responsibilities that include decision-making authority empowered by the respective policies.
9. "*Conflict of Interest*" – Any situation in which a Representative's decision-making, which should always be in the best interests of OAWA, is influenced or could be influenced by personal, family, financial, business, or other private interests.
10. "*Criminal Record Check (CRC)*" – A search of the RCMP Canadian Police Information Centre (CPIC) system for adult convictions.
11. "*Days*" – Days including weekends and holidays.
12. *"Director"* – An individual appointed or elected to the Board.
13. "*Discipline Panel*" - An individual(s) appointed by OAWA's Complaints & Appeal Officer to decide complaints submitted to OAWA.
14. "*Discrimination*" – Differential treatment of an individual based on one or more prohibited grounds which include race, citizenship, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, or disability. Types of behaviour that constitute discrimination include, but are not limited to:
    a) Harassment
    b) Stereotyping
    c) Exclusion
    d) Demonstrating bias or prejudice
15. "*Enhanced Police Information Check (E-PIC)*" – a Criminal Record Check plus a search of local police information, available from Sterling Backcheck.
16. "*Event*" – An event sanctioned by OAWA.

17. "*Harassment*" – A course of vexatious comment or conduct against a Participant or group, which is known or ought to reasonably be known to be unwelcome. Types of behaviour that constitute Harassment include, but are not limited to:
    a) Written or verbal abuse, threats, or outbursts;
    b) Persistent unwelcome remarks, jokes, comments, innuendo, or taunts;
    c) Racial harassment, which is racial slurs, jokes, name calling, or insulting behaviour or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin;
    d) Leering or other suggestive or obscene gestures;
    e) Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
    f) Practical jokes which endanger a person's safety, or may negatively affect performance;
    g) Hazing, which is any form of conduct which exhibits any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking individual by a more senior individual, which does not contribute to either individual's positive development, but is required to be accepted as part of a team or group, regardless of the junior-ranking individual's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate or group member based on class, number of years on the team or with the group, or ability;
    h) Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
    i) Deliberately excluding or socially isolating a person from a group or team;
    j) Persistent sexual flirtations, advances, requests, or invitations;
    k) Physical or sexual assault;
    l) Behaviours such as those described above that are not directed towards a specific person or group but have the same effect of creating a negative or hostile environment; and
    m) Retaliation or threats of retaliation against a person who reports harassment to OAWA.
18. *"Independent Third Party"* – the Complaints & Appeal Officer.
19. "*Intimate or Romantic Relationship*" – a close personal relationship—other than a familial relationship—that exists independently and outside of wrestling. Whether a relationship is intimate is based on the totality of the circumstances, including: regular contact and/or interactions outside of or unrelated to the sport relationship (electronically or in person), the parties' emotional connectedness, the exchange of gifts, ongoing physical and/or intimate contact and/or sexual activity, identity as a couple, the sharing of sensitive personal information, and/or intimate knowledge about each other's lives outside the sport relationship[1].
20. *"Investigator*" – An independent third-party appointed to conduct an investigation.
21. "*Local Police Information (LPI)*" – additional conviction and selected non-conviction information in national and local police data sources which may be relevant to the position sought.
22. *"*Maltreatment*" – a volitional act (or acts) by a Participant that results in harm or the potential for physical or psychological harm to another Participant, and includes any of the following behaviours or conduct:
    a) Psychological Maltreatment: any serious incident (or incidents) of deliberate conduct that has the potential to be harmful to the psychological well-being of a Participant. Psychological Maltreatment is determined by the objective behaviour, and not whether harm is intended or results from the behaviour. It includes:

[1] Adapted from US Center for Safesport – Minor Athlete Abuse Prevention Policies

i. Verbal Acts: verbally assaulting or attacking a Participant, including but not limited to unwarranted personal criticisms; body shaming; derogatory comments related to a Participant's identity (e.g. race, gender identity or expression, ethnicity, Indigenous status, ability/disability); comments that are demeaning, humiliating, belittling, intimidating, insulting or threatening; the use of rumours or false statements about an Individual to diminish their reputation; using confidential sport and non-sport information inappropriately. Verbal Maltreatment may also occur in online forms.

ii. Non-assaultive Physical Acts (no physical contact): physically aggressive behaviours, including but not limited to throwing objects at or in the presence of others without striking another; hitting, striking or punching objects in the presence of others.

iii. Acts that Deny Attention or Support: acts that deny attention, lack of support or isolation including but not limited to ignoring psychological needs or socially isolating a Participant repeatedly or for an extended period of time; abandonment of an athlete as punishment for poor performance; arbitrarily or unreasonably denying feedback, training opportunities, support or attention for extended periods of time and/or asking others to do the same.

b) Physical Maltreatment: any incident (or incidents) of deliberate conduct that has the potential to be harmful to the physical well-being of a Participant. Physical Maltreatment is determined by the objective behaviour, and not whether harm is intended or results from the behaviour. It includes, without limitation:

i. Contact behaviours: including but not limited to deliberately punching, kicking, beating, biting, striking, strangling or slapping another; deliberately hitting another with objects.

ii. Non-contact behaviours: including but not limited to isolating a Participant in a confined space; forcing an Individual to assume a painful stance or position for no athletic purpose (e.g., requiring an athlete to kneel on a hard surface); the use of exercise for the purposes of punishment; withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep; denying access to a toilet; providing alcohol to a Participant under the legal drinking age; providing illegal drugs or non-prescribed medications to a Participant; encouraging or knowingly permitting an athlete to return to play prematurely following any injury or after a concussion and without the clearance of a medical professional; encouraging an athlete to perform a skill for which they are known to not be developmentally ready.

c) Sexual Maltreatment, including, but not limited to, any act targeting a Participant's sexuality, gender identity or expression, that is committed, threatened or attempted against that person, and includes but is not limited to the Criminal Code offences of sexual assault, sexual exploitation, sexual interference, invitation to sexual touching, indecent exposure, voyeurism and non- consensual distribution of sexual/intimate images. Sexual Maltreatment also includes sexual harassment and stalking, cyber harassment, and cyber stalking of a sexual nature.

i. Examples of Sexual Maltreatment include, but are not limited to:

1. Any penetration of any part of a person's body, however slight, with any object or body part by a person upon another person, including but not limited to:
   a. vaginal penetration by a penis, object, tongue, or finger; and
   b. anal penetration by a penis, object, tongue, or finger.
2. Any intentional touching of a sexual nature of any part of a person's body, however slight, with any object or body part by a person upon another person, including but not limited to:
   a. kissing;

b. intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, or intentionally touching of another with any of these body parts;
c. any contact, no matter how slight, between the mouth of one person and the genitalia of another person;
d. making another touch themselves or someone else with or on any of the body parts listed in 2); or
e. any intentional touching in a sexualized manner of the relationship, context or situation.

d) Neglect: any incident (or incidents) of lack of reasonable care, inattention to a Participant's needs, nurturing or well-being, or omissions in care. Neglect is determined by the objective behaviour but the behaviour must be evaluated with consideration given to the Individual's needs and requirements, not whether harm is intended or results from the behaviour.
   i. Neglect, or acts of omission, include, without limitation, not providing an Athlete recovery time and/or treatment for a sport injury; not being aware of and not considering a Participant's physical or intellectual disability; not considering supervision of an Athlete during travel, training or competition; not considering the welfare of the Athlete when prescribing dieting or other weight control methods (e.g., caliper tests); disregarding the use of Prohibited Substances by an Athlete; failure to ensure safety of equipment or environment; allowing an athlete to disregard sport rules, regulations, and standards, subjecting Participants to the risk of Maltreatment.
e) Grooming: includes, without limitation, deliberate conduct by a Participant to sexualize a relationship with a Minor, and which includes making inappropriate behaviour seem normal and gradually engaging in 'boundary violations' which have been professionally-identified to Canadian standards (e.g., a degrading remark, a sexual joke, sexualized physical contact; adult participants sharing rooms with a Minor who is not an immediate family member; providing a massage or other purported therapeutic interventions with no specific training or expertise; private social media and text communications; sharing personal photographs; shared use of locker rooms; private meetings; private travel, and providing gifts).
f) Interference with or Manipulation of Process
   i. A Participant violates the *Code of Conduct and Ethics* by directly or indirectly interfering with a process instituted pursuant to the *Code* or any other OAWA policy by:
      1. falsifying, distorting, or misrepresenting information, the resolution process, or an outcome;
      2. destroying or concealing information;
      3. attempting to discourage an Individual's proper participation in or use of OAWA's processes;
      4. harassing or intimidating (verbally or physically) any person involved in OAWA's processes before, during, and/or following any proceedings;
      5. publicly disclosing a Participant's identifying information, without the Participant's agreement;
      6. failing to comply with any temporary or provisional measure or other final sanction;
      7. distributing or otherwise publicizing materials a Participant gains access to during any investigation or hearing, except as required by law or as expressly permitted; or
      8. influencing or attempting to influence another Participant to interfere with or manipulate the process.

g) Retaliation: A Participant shall not take an adverse action against any other Participant for making a good faith report of possible Maltreatment or for participating in any process found in OAWA's policies. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in OAWA's processes. Retaliation after the conclusion of investigation and sanction processes is also prohibited. Retaliation may be present even where there is a finding that no Maltreatment occurred, but does not include good-faith actions lawfully pursued in response to a report of possible Maltreatment.

h) Aiding and abetting:
   i. any act taken with the purpose of facilitating, promoting, or encouraging the commission of Maltreatment by a Participant. Aiding and abetting also includes, without limitation, knowingly:
      1. allowing any Participant who has been suspended or is otherwise ineligible to be in any way associated with sport or to coach or instruct other Participants;
      2. providing any coaching-related advice or service to an athlete who has been suspended or is otherwise ineligible; and
      3. allowing any Participant to violate the terms of their suspension or any other sanctions imposed.

i) Reporting: it is considered Maltreatment to fail to report Maltreatment of a Minor. A legal Duty to Report is mandated by law, and the requirement varies by province depending on provincial legislation.
   i. Failure to Report Maltreatment of a Minor
      1. The obligation to Report requires the Reporting of any conduct which, if proven true, would constitute Psychological Maltreatment, Sexual Maltreatment, Physical Maltreatment or Neglect involving a Minor Participant. The obligation to Report is an ongoing one and is not satisfied simply by making an initial Report. The obligation includes Reporting, on a timely basis, all relevant information of which an adult Participant becomes aware
      2. The obligation to report includes making a direct Report
      3. The obligation to Report includes personally identifying information of a potential Minor Complainant to the extent known at the time of the Report, as well as a duty to reasonably supplement the Report as to identifying information learned at a later time
      4. Participants should not investigate or attempt to evaluate the credibility or validity of allegations involving Psychological Maltreatment, Sexual Maltreatment, Physical Maltreatment or Neglect. Participants making a good faith Report are not required to prove the Reports are true before Reporting
   ii. Failure to Report Inappropriate Conduct
      1. Not all inappropriate conduct may meet the threshold for constituting Maltreatment. However, such inappropriate conduct may represent behaviour with the risk of escalating to Maltreatment. Any Participant who suspects or becomes aware of another Participant's inappropriate conduct, even if it is not defined as Maltreatment, has a Duty to Report such inappropriate conduct through the organization's internal procedures. Those in positions of trust and authority who become aware of another's inappropriate conduct have a responsibility for reporting the concern within their organization's policies and procedures. The person making the report does not need to determine whether a violation took place: instead, the responsibility lies in reporting the objective behaviour.

iii. Intentionally Filing a False Allegation

1. An allegation is false if the events Reported did not occur, and/or the person making the Report knows the events did not occur
2. A false allegation is different from an unsubstantiated allegation; an unsubstantiated allegation means there is insufficient supporting evidence to determine whether an allegation is true or false. Absent demonstrable bad faith, an unsubstantiated allegation alone is not grounds for a violation

23. "*Minor*" – any Participant who is under the age of majority at the time and in the jurisdiction where the alleged breach of any OAWA policy has occurred. Adult Participants are responsible for knowing the age of a Minor. For the purpose of protection in each Canadian province and territory, a Minor is a child younger than the following age:
    a) 16 years old: Newfoundland and Labrador; Saskatchewan; Northwest Territories; Nunavut
    b) 18 years old: Prince Edward Island; Quebec; Ontario; Manitoba; Alberta;
    c) 19 years old: Nova Scotia; New Brunswick; British Columbia; Yukon.
24. *"*Participants*" – Refers to all categories of individual members and/or registrants defined in the By- laws of OAWA who are under OAWA jurisdiction and who are subject to the UCCMS and the policies of OAWA, as well as all people employed by, contracted by, or engaged in activities with, OAWA including, but not limited to, employees, contractors, Athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, parents or guardians, spectators at OAWA-sanctioned Events, and Directors and Officers.
25. "*Parties*" – The groups involved with a dispute. In the *Discipline and Complaints Policy*, the Parties are the Complainant and Respondent. In the *Appeal Policy*, the Parties are the Appellant, Respondent, and any Affected Party.
26. "*Person in Authority*" – A Participant who holds a position of authority within OAWA or its Members including, but not limited to, coaches, officials, managers, support personnel, chaperones, and Directors.
27. *"*Power Imbalance*" - A Power Imbalance may exist where, based on the totality of the circumstances, a Participant has supervisory, evaluative, a duty of care, or other authority over another Individual. A Power Imbalance may also exist between an Athlete and other adults involved in sport in positions such as high-performance directors, sport specific health-care providers, sport science support staff, care or support persons. Maltreatment occurs when this power is misused. Once a coach- Athlete relationship is established, a Power Imbalance is presumed to exist throughout the coach- Athlete relationship, regardless of age, and is presumed to continue for Minor Athlete after the coach- Athlete relationship terminates or until the Athlete reaches 25 years of age. A Power Imbalance may exist, but is not presumed, where an Intimate or Romantic Relationship existed before the sport relationship commenced (e.g., a relationship between two spouses or life partners, or a sexual relationship between consenting adults that preceded the sport relationship).
28. *"PTSOs"* – Provincial/Territorial Sport Organizations.
29. **"Reporting (or Report)"* - The provision of information in writing by any person or a Participant to a relevant independent authority (the Independent Third Party or position charged with receiving a Report and determining next steps) regarding Maltreatment. Reporting may occur through either: (i) the Complainant (of any age) or the one who experienced the Maltreatment, or (ii) a witness – someone who witnessed the Maltreatment or otherwise knows or suspects Maltreatment. In either case, the intention of Reporting is to initiate an independent investigative process, which could result in disciplinary action being taken against the Respondent.

30. "*Representatives"* – Participants employed by, or engaged in activities on behalf of, OAWA including: staff, contract personnel, volunteers, managers, administrators, Committee Members, and Directors and Officers.
31. *"*Respondent*" – The Participant responding to a complaint or, in the case of an appeal, the body whose decision is being appealed.
32. "*Sexual Harassment*" – A course of vexatious comment or conduct against a Participant because of sex, sexual orientation, gender identify or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome; or making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advance to the Participant and the person knows or ought reasonably to know that the solicitation or advance is unwelcome. Types of behaviour that constitute Sexual Harassment include, but are not limited to:
    a) Sexist jokes;
    b) Threats, punishment, or denial of a benefit for refusing a sexual advance;
    c) Offering a benefit in exchange for a sexual favour;
    d) Demanding hugs;
    e) Bragging about sexual ability;
    f) Leering (persistent sexual staring);
    g) Sexual assault;
    h) Display of sexually offensive material;
    i) Distributing sexually explicit messages or attachments such as pictures or video files;
    j) Sexually degrading words used to describe a Participant;
    k) Unwelcome inquiries into or comments about a Participant's gender identity or physical appearance;
    l) Inquiries or comments about a Participant's sex life;
    m) Persistent, unwanted attention after a consensual relationship ends;
    n) Persistent unwelcome sexual flirtations, advances, comments or propositions; and
    o) Persistent unwanted contact.
33. "*Social media"* – The catch-all term that is applied broadly to new computer-mediated communication media such as blogs, YouTube, Facebook, Instagram, Tumblr, Tiktok, WhatsApp, Snapchat, and Twitter.
34. "*Vulnerable Participants*" – A Minor Athlete and/or a person who, because of age, disability or other circumstance, is in a position of dependence on others or is otherwise at a greater risk than the general population of being harmed by people in positions of trust or authority.
35. "*Vulnerable Sector Check (VSC)*" – a detailed check that includes a search of the RCMP Canadian Police Information Centre (CPIC) system, local police information, and the Pardoned Sex Offender database.
36. *"OAWA jurisdiction"* - Participants and activities identified for the purposes of applying the Safe Sport Manual and applicable policies include, but not limited to:
    a) Any OAWA sanctioned activity (competition, training, camps, treatment or consultations, travel associated with OAWA activities, the office environment, and any meetings or social events, etc.).

37. *"Worker"* – An individual who has signed an Employment Agreement or Contractor Agreement with OAWA or a Member.
38. "*Workplace*" - Any place where business or work-related activities are conducted. Workplaces include but are not limited to, the office of OAWA or a Member, work-related social functions, work assignments outside offices, work-related travel, the training and competition environment, and work-related conferences or training sessions.
39. *"Workplace Harassment"* – Vexatious comment or conduct against a worker in a Workplace that is known or ought reasonably to be known to be unwelcome. Workplace Harassment should not be confused with legitimate, reasonable management actions that are part of the normal work/training function, including measures to correct performance deficiencies, such as placing someone on a performance improvement plan, or imposing discipline for workplace infractions. Types of behaviour that constitute Workplace Harassment include, but are not limited to:
    a) Bullying;
    b) Workplace pranks, vandalism, bullying or hazing;
    c) Repeated offensive or intimidating phone calls or emails;
    d) Inappropriate sexual touching, advances, suggestions or requests;
    e) Displaying or circulating offensive pictures, photographs or materials in printed or electronic form;
    f) Psychological abuse;
    g) Excluding or ignoring someone, including persistent exclusion of a person from work-related social gatherings;
    h) Deliberately withholding information that would enable a person to do his or her job, perform or train;
    i) Sabotaging someone else's work or performance;
    j) Gossiping or spreading malicious rumours;
    k) Intimidating words or conduct (offensive jokes or innuendos); and
    l) Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, or demeaning.
40. "*Workplace Violence*" – the use of or threat of physical force by a person against a worker in a Workplace that causes or could cause physical injury to the worker; an attempt to exercise physical force against a worker in a Workplace that could cause physical injury to the worker; or a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker in a Workplace that could cause physical injury to the worker. Types of behaviour that constitute Workplace Violence include, but are not limited to:
    a) Verbal or written threats to attack;
    b) Sending to or leaving threatening notes or emails;
    c) Physically threatening behaviour such as shaking a fist at someone, finger pointing, destroying property, or throwing objects;
    d) Wielding a weapon in a Workplace;
    e) Hitting, pinching or unwanted touching which is not accidental;
    f) Dangerous or threatening horseplay;
    g) Physical restraint or confinement;
    h) Blatant or intentional disregard for the safety or wellbeing of others;
    i) Blocking normal movement or physical interference, with or without the use of equipment;
    j) Sexual violence; and
    k) Any attempt to engage in the type of conduct outlined above.

PROTECTION POLICY for ATHLETES and OTHERS

Purpose

1. This Policy describes how Persons in Authority can maintain a safe sport environment for Athletes, as well as Coaches and Officials. The term 'Other' describes the other individual.

Position of Trust or Authority

2. Maintaining an appropriate and professional relationship with all individuals, especially children, young people and those individuals at risk, is a key part of maintaining a safe sport environment.

3. A Person in Authority holds a position of trust or authority over another person ('Other). These individuals have a considerable amount of power, influence or control. To help define situations where an individual is in a position of trust or authority over another or where a Power Imbalance may exist, the following guidelines should be applied to make that determination:
   - Does the individual actually exercise power over another?
   - Is there an imbalance of power between the individual and another?
   - What is the age of the Other and the individual? What is the age difference between the individual and the other?
   - Does the individual give orders and does the Other comply with these orders?
   - How did the relationship develop and evolve?
   - Is the individual / Other relationship ongoing or has it been suspended or terminated?
   - How long has the individual /Other relationship been in place?

Rule of Two - Interactions between Persons in Authority and Athletes

4. OAWA strongly recommends the 'Rule of Two' be followed for all Persons in Authority who interact with Athletes, to the maximum extent feasible. The 'Rule of Two' is a directive that says that an Athlete must never be alone one-on-one with an unrelated Person in Authority.

5. OAWA recognizes that fully implementing the 'Rule of Two', may not always be possible in some instances. Consequently, at minimum, interactions between Persons in Authority and Athletes must respect the following:

   a) Transparent
      - The training environment should be open to observation so that all interactions between Persons in Authority and Athletes are observable. This could include leaving the door open when having a meeting and/or moving away from others in a public space but staying within eyesight.
      - Avoid private or one-on-one situations unless they are open and observable by another adult or Athlete.

   b) Authorized
      - Persons in Authority shall not invite or have Athlete(s) in their home without the written permission and contemporaneous knowledge of the Minor Athlete's parent or guardian
      - Minor Athletes must not be in a situation where they are alone with a Person in Authority without another adult or athlete present unless prior written permission is obtained from the Minor Athlete's parent or guardian

c) Accountable
   - If a situation arises where an interaction that breaks the spirit of the 'Rule of Two' arises, Persons in Authority should make themselves accountable by reporting it to a staff or volunteer supervisor

Rule of Two - Virtual Setting

6. The Rule of Two shall apply to all Minors in a virtual environment. Specifically:
   a) For Minor Athletes, where possible, a parent or guardian should be present during any virtual session;
   b) Parents or guardians of Minors shall be informed by OAWA of the activities that will occur during the virtual session, as well as the process of the virtual session;
   c) Parents or guardians of Minors shall provide consent to the Minor participating in the virtual session, if irregularly scheduled, or prior to the first session if the sessions occur on a regular basis;
   d) Communications during virtual sessions shall take place in an open and observable environment. Sessions must be initiated in appropriate locations.

Relationships - Interactions Between Persons in Authority and Athletes

7. It is recognized that athletes have personal relationships with others in the wrestling community, including their coaches. However, Intimate or Romantic Relationships are not permitted between Athletes and coaches, staff, officials or any other Person in Authority.

8. If a relationship that is not permitted by the Policy exists, immediate steps are to be taken. Resolution includes Participants changing their role(s) so that neither is a Person in Authority relative to the other, or ending the relationship.

9. If an Athlete is in a relationship with another Athlete, a determination needs to be made whether the Athlete assumes a position of trust or authority over the other Athlete and vice versa. If a Power Imbalance exists, then this relationship would not be permitted, as outlined in the Section above.

Communications

10. For communications between Persons in Authority and Athletes, OAWA recommends:
    a) Parents and guardians have the right to request that their Minor Athlete not be contacted by Persons in Authority using any form of electronic communication and/or to request that certain information about their child may not be distributed in any form of electronic communications.
    b) Electronic communication between Persons in Authority and Athletes that is personal in nature should be avoided. If such personal communication is unavoidable, it must be copied to another adult, ideally a screened adult with the club Persons in Authority may only send personal texts, direct messages on social media or emails to individual Athletes when necessary, the communication must be professional in tone and only for communicating information related to team issues and activities (e.g., non-personal information).
    c) All communication between Persons in Authority and Athletes must be between the hours of 6:00am and midnight unless extenuating circumstances exist.
    d) No communication concerning drugs or alcohol use (unless regarding its prohibition) is permitted
    e) No sexually explicit language or imagery or sexually oriented conversation is permitted.
    f) Persons in Authority are not permitted to ask Athletes to keep a secret for them.
    g) A Person in Authority should not become excessively involved in an Athlete's personal life.

Practices and Competitions

11. For practices and competitions, OAWA recommends:
    a) A Person in Authority should never be alone with an Athlete prior to or following a competition or practice, unless the Person in Authority is the Athlete parent or guardian.
    b) If the Minor Athlete is the first Athlete to arrive, the Athlete's parent should remain until another Athlete or Person in Authority arrives.
    c) Similarly, if a Minor Athlete would potentially be alone with a Person in Authority following a competition or practice, the Person in Authority should ask another Person in Authority (or a parent or guardian of another Athlete) to stay until all the Athletes have been picked up. If an adult is not available, then another Athlete should be present in order to avoid the Person in Authority being alone with a single Athlete.

Travel

12. For travel involving Persons in Authority and Athletes, OAWA recommends:
    a) Teams or groups of Minor Athletes will always have at least two Persons in Authority with them.
    b) For mixed gender teams or groups of Minor Athletes, there will be one Person in Authority from each gender identity.
    c) If two Persons in Authority cannot be present, reasonable efforts should be made to supplement supervision with parents or other volunteers. To the maximum extent possible, no Person in Authority may drive a minor athlete alone unless the Person in Authority has the permission of the Athlete's parent or guardian.
    d) Double occupancy (or more) is permitted, provided that no individual is sharing a bed with another individual.
    e) A Person in Authority may not share a room or be alone in a hotel room with an athlete unless the Person in Authority is the athlete's parent / guardian, or spouse.
    f) Room or bed checks during overnight stays (where applicable) must be done by two Persons in Authority, or two adults.
    g) For overnight travel when athletes must share a hotel room, roommates will be age-appropriate (and for Minor Athletes within 3 years of age) and of the same gender identity.

Locker Room / Changing Areas

13. For locker rooms, changing areas, and other closed meeting spaced, OAWA recommends:
    a) Interactions (i.e., conversation) between Persons in Authority and Athletes should not occur in any room where there is a reasonable expectation of privacy such as the locker room, restroom or changing area. A second adult should be present for any necessary interaction between an adult and an Athlete in any such room (e.g., respecting the Rule of Two).
    b) If Persons in Authority are not present in the locker room or changing area, or if they are not permitted to be present, they should still be available outside the locker room or changing area and be able to enter the room or area if required, for an emergency.

Photography / Video

14. For all photography and video of an Athlete, OAWA recommends:
    a) Photographs and video may only be taken in public view, must observe generally accepted standards of decency, and be both appropriate for and in the best interest of the Athlete.
    b) The use of recording devices of any kind in rooms where there is a reasonable expectation of privacy is strictly prohibited.
    c) Examples of photos that should be deleted include:
        i. Images with misplaced apparel
        ii. Suggestive or provocative poses

iii. Embarrassing images

Physical Contact

15. OAWA understands that some physical contact between Persons in Authority and Athletes may be necessary for various reasons including, but not limited to, teaching a skill or tending to an injury. OAWA is committed to creating a safe environment to have the kinds of conversations needed to further educate Athletes and coaches on the difference between appropriate and inappropriate contact. Any physical contact shall respect the following:
    a) Unless it is not possible because of serious injury or other circumstance, a Person in Authority should always clarify with athletes at the start of the season with periodic reminders that some incidental contact will occur during training and instruction. Infrequent, non-intentional physical contact during training or competition is permitted.
    b) Feeling comfortable to say you are uncomfortable.
    c) Unwanted hugging, cuddling, physical horseplay, and physical contact initiated by the Person in Authority is not permitted. It is recognized that some Athletes may initiate hugging or other physical contact with a Person in Authority for various reasons (e.g., such as crying or celebrating after a performance), but this physical contact may only occur in an open and observable environment.

Enforcement

16. Any alleged violations of this *Athlete and Other Protection Policy* will be addressed pursuant to the *Discipline and Complaints Policy*.

Policy History	
Approved	September 11, 2022
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Revision Approval Dates	

CODE OF CONDUCT & ETHICS

*Indicates a section that has been adapted from the Universal Code of Conduct to prevent and address Maltreatment in Sport (UCCMS).

Purpose

1. The purpose of this Code is to ensure a safe and positive environment within the programs, activities, and events of OAWA by making Participants aware that there is an expectation, at all times, of appropriate behaviour consistent with the applicable organization's core values. OAWA supports equal opportunity, prohibits discriminatory practices and Maltreatment, and are committed to providing an environment in which all individuals are treated with respect and fairness.

Application of this Code

2. This Code applies to Participants in OAWA's jurisdiction.

3. *This Code also applies to Participants active in the sport of wrestling or who have retired from the sport of wrestling where any claim regarding a potential breach of this Code occurred when the Participant was active in the sport.

4. In addition, breaches of this Code may occur when one or more Participants involved interacted due to their mutual involvement in the sport of wrestling or, if the breach occurred outside of the sport environment, if the breach has a serious and detrimental impact on the Participant(s).

5. A Participant that violates this Code may be subject to sanctions pursuant to the *Discipline and Complaints Policy*. In addition to facing possible sanctions pursuant to the *Discipline and Complaints Policy,* a Participant who violates this Code during a competition may be ejected from the competition or practice area, and the Participant may be subject to sanctions pursuant to that competition's policies.

6. This Code also applies to Participants' conduct outside of the business, activities, and events of OAWA when such conduct adversely affects the organization's relationships (and the work and sport environment) or is detrimental to the image and reputation of OAWA. Such applicability will be determined by OAWA, as applicable, at its sole discretion.

Persons in Authority and Maltreatment

7. *When they are a Person in Authority, Participants are responsible for knowing what constitutes Maltreatment. The categories of Maltreatment are not mutually exclusive, nor are the examples provided in each category an exhaustive list. Rather, what matters for the assessment of the Maltreatment is whether the conduct falls into one or more of the categories, not into which category it falls. Abuse, assault, Harassment, bullying, and hazing can be experienced in more than one category of Maltreatment.

8. *Maltreatment can be any of the prohibited behaviour and conduct, provided the Maltreatment occurs in any one or a combination of the following situations (The physical location(s) where the alleged Maltreatment occurred is not determinative):
    a) Within a sport environment;
    b) When the Participant alleged to have committed Maltreatment was engaging in sport activities;

c) When the Participants involved interacted due to their mutual involvement in sport; or
d) Outside of the sport environment where the Maltreatment has a serious and detrimental impact on another Participant.

9. *It is a violation of the Code for sport administrators or other Persons in Authority to place Participants in situations that make them vulnerable to Maltreatment. This includes, but is not limited to, instructing an Athlete and coach to share a hotel room when traveling, hiring a coach who has a history of Maltreatment, assigning guides and other support staff to a Para-Athlete when the guide or support staff has a reputation for Maltreatment or assigning such a guide or support staff to a Para-Athlete in the absence of consultation with the Para-Athlete.

Responsibilities

10. Participants have a responsibility to:
    a) Maintain and enhance the dignity and self-esteem of members and other individuals by:
        i. Treating each other with the highest standards of respect and integrity;
        ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members;
        iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
        iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory;
        v. Consistently treating individuals fairly and reasonably; and
        vi. Ensuring adherence to the rules of the sport and the spirit of those rules.
    b) Refrain from any behaviour that constitutes Abuse, Harassment, Workplace Harassment, Sexual Harassment, Workplace Violence, Discrimination or any form of Maltreatment.
    c) Abide by the Canadian Anti-Doping Program.
    d) Reasonably cooperate with the CCES or another anti-doping organization that is investigating anti- doping rule violations.
    e) Not harass, intimidate or otherwise conduct themselves offensively towards a doping control official or other individual involved in doping control.
    f) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
    g) Refrain from consuming recreational drugs while participating in the programs, activities, competitions, or events of OAWA (as outlined below, Athletes are prohibited from any consumption of cannabis (or any other substance on World Anti-Doping Agency's Prohibited List) even if these drugs are legal in Canada).
    h) In the case of Minor Athletes, not consume alcohol, tobacco, or cannabis at any competition or event.
    i) In the case of adults, manage consumption of cannabis and alcohol as per these "Responsible Consumption" guiding principles:

       For Athletes:
        i. No consumption of alcohol until the conclusion of their competition. Consumption of cannabis remains banned during the "in-competition" period.

       For any registered or accredited support staff, including coaches, officials, team leaders, medical staff, volunteers, OAWA staff and Directors:
        i. At all times be guided by standards of maintaining Athlete performance.

ii. No consumption until the conclusion of the daily competition or training.
iii. Be “fit for duty” and sober (in the required physical, mental, and emotional state) when returning to one’s tasks.
iv. Ensure one’s behaviour when consuming is consistent with a professional image and positive reputation.

j) Respect the property of others and not wilfully cause damage.
k) Promote sport in the most constructive and positive manner possible.
l) When driving a vehicle with a Participant, comply with all applicable legislation.
m) Adhere to all federal, provincial, municipal and host country laws.
n) Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a competition and/or not offer or receive any bribe which is intended to manipulate the outcome of a competition.
o) Comply, at all times, with the bylaws, policies, procedures, and rules and regulations of OAWA and its Members, as applicable and as adopted and amended from time to time.
p) Report any change to their criminal/legal status, including but not limited to criminal charges being filed against them
q) It is a violation of this Code for any Person in Authority to place a Participant in a situation that makes them vulnerable to Maltreatment. This includes, but is not limited to, instructing an athlete and a coach to share a hotel room when traveling, or hiring a coach who has a past history of athlete Maltreatment.
r) To remove the risk of any actual or perceived conflicts, not engage in an Intimate or Romantic Relationship with an Athlete of any age, or with any Participant where a Power Imbalance exists. If a relationship that is not permitted by the Policy exists, immediate steps are to be taken. Resolution includes Participants changing their role(s) so that neither is a Person in Authority relative to the other, or ending the relationship.

Directors, Committee Members, and Staff

11. In addition to section 10 (above), Directors, Committee Members, and Staff of OAWA and its Members will have additional responsibilities to:
    a) When performing their role, ensure that they respect their duty of loyalty to OAWA and refrain from engaging in any activity or behaviour that could constitute a conflict of interest.
    b) Ensure their loyalty prioritizes the interests of OAWA.
    c) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the business and the maintenance of Participants’ confidence.
    d) Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities.
    e) Comply with the *Screening Policy.*
    f) Conduct themselves openly, professionally, lawfully and in good faith.
    g) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism.
    h) Behave with decorum appropriate to both circumstance and position.
    i) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws.
    j) Adhere to the OAWA Conflict of Interest and Confidentiality Policies.
    k) Respect the decisions of the majority and resign if unable to do so, and otherwise respect the OAWA Meeting Norms.
    l) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings.
    m) Be knowledgeable and understand all relevant policies and procedures.

Coaches

12. In addition to section 10 (above), coaches have many additional responsibilities. The Coach-Athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the Athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. Coaches will:
    a) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved Athletes.
    b) Prepare Athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm Athletes.
    c) Avoid compromising the present and future health of Athletes by communicating and cooperating with sport science and sport medicine professionals in the diagnosis, treatment, and management of Athletes' medical and psychological treatments when discussing optimal nutritional strategies or weight control methods for junior aged Athletes and above (18 + years of age). Please note that Excess weight control methods are not permitted for Athletes 17 years of age and younger. The Coach is to be aware of and follow the OAWA Policy on Excess Weight Loss.
    d) Support the coaching staff of a training camp, provincial team, or national team; should an Athlete qualify for participation with one of these programs.
    e) Accept and promote Athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate.
    f) Provide Athletes (and the parents/guardians of minor Athletes) with the information necessary to be involved in the decisions that affect the Athlete.
    g) Act in the best interest of the Athlete's development as a whole person.
    h) Comply with the *Screening Policy.*
    i) Under no circumstances provide, promote, or condone the use of cannabis or other drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of Minor Athletes, alcohol, cannabis and/or tobacco.
    j) Not coach, train, or otherwise support athletes if they use methods or substances prohibited by the Canadian Anti-Doping Program without valid and acceptable justification.
    k) Respect Athletes competing on other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the Athletes.
    l) Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.

m) Not participate in any Combative Sport event not sanctioned by OAWA or a Provincial Sport Organization recognized by the Government of Ontario.
n) Maintain a dignified and honourable presence at all times.
o) Focus comments or critiques appropriately and avoid public criticism of athletes, other coaches, officials, organizers, or competitors.
p) Give athletes opportunities to discuss and contribute to proposed training and performance standards. Provide athletes and the parents/guardians of athletes who are minors with the information necessary to be involved in the decisions that affect the athlete.
q) Refer athletes to other coaches and specialists to support their athletic development as appropriate and as opportunities arise.
r) Coaches Receiving a 'Red Card': Coaches who are given a Red Card at an event will have the report of that incident sent to the OAWA. This will be kept on file with the OAWA. Coaches receiving two (2) or more red cards in the same calendar year will have a Disciplinary Review initiated against them for each instance. Coaches receiving three (3) or more red cards in three years will have a Disciplinary review initiated against them for each instance.
s) Demonstrate respect of individuals regardless of gender, ethnic origin, age, religion, beliefs, or economic status.
t) Refrain from any behaviour that constitutes sexual harassment, where it is defined as unwelcome sexual advances or conduct of a sexual nature. This includes behaviour that creates an intimidating, hostile or offensive environment.
u) At no time engage in an intimate or sexual relationship with an athlete they coach nor any athlete under the age of 18 years.
v) Dress appropriately.
w) Use appropriate language, taking into account the audience being addressed.

Athletes

13. In addition to section 10 (above), athletes will have additional responsibilities to:
    a) Adhere to the Athlete's Athlete Agreement (if applicable).
    b) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete.
    c) Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events.
    d) Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason.
    e) Not participate in any Combative Sport event not sanctioned by OAWA or a Provincial Sport Organization recognized by the Government of Ontario.
    f) Adhere to any rules and requirements regarding clothing and equipment.
    g) Dress to represent the sport and themselves appropriately.
    h) Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by coaches or managers or OAWA staff.

Officials

14. In addition to section 10 (above), officials will have additional responsibilities to:
    a) Maintain and update their knowledge of the rules and rules changes.
    b) Not publicly criticize other officials, event organizers, coaches, athletes or other members of the wrestling community.
    c) Work within the boundaries of their position's description while supporting the work of other officials.
    d) Act as an ambassador of the sport by agreeing to enforce and abide by national and provincial rules and regulations.
    e) Take ownership of actions and decisions made while officiating.
    f) Respect the rights, dignity, and worth of all Participants.
    g) Act openly, impartially, professionally, lawfully, and in good faith.
    h) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others.
    i) Respect the confidentiality required by issues of a sensitive nature, which may include yellow or red card notifications, defaults, forfeits, discipline processes, appeals, and specific information or data about Participants.
    j) Not to participate in any event not sanctioned by OAWA or a Provincial Sport Organization recognized by the Government of Ontario.
    k) Consistently demonstrate the spirit of sportsmanship, fairness, impartiality, and neutrality at all competitions and activities.
    l) Comply with the OAWA dress code during all competitions and activities. When no longer fulfilling officiating responsibilities, officials should remove official's attire (wear regular street clothes).
    m) Maintain a dignified and honourable presence at all times.
    n) Demonstrate respect of individuals regardless of gender, ethnic origin, age, religion, beliefs, or economic status.
    o) Refrain from any behaviour that constitutes harassment. This includes in particular sexual harassment, where it is defined as unwelcome sexual advances or conduct of a sexual nature. This includes behaviour that creates an intimidating, hostile or offensive environment.
    p) At no time engage in an intimate or sexual relationship with an athlete under the age of 18 years.
    q) Comply with the *Screening Policy.*
    r) Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the assignor or association at the earliest possible time.
    s) When writing reports, set out the actual facts to the best of their knowledge and recollection.
    t) Dress appropriately for officiating.

15. **OAWA Club Code of Conduct**

In Addition to the General Code of Conduct, Club Directors (Head Coach or Head Administrator for the Club) are expected to:

a. Be an advocate for all athletes, coaches, officials and other club members.

b. Agree to understand and abide by the by-laws, rules and policies of the Ontario Amateur Wrestling Association.

c. Ensure that the Club or its members do not participate in any Combative Sport event not sanctioned by OAWA or a Provincial Sport Organization recognized by the Government of Ontario.

d. Understand the OAWA Code of Conduct for coaches, athletes and officials and other Club members and ensure

that all club members follow the Code.
e. Ensure that the Club has in place policies and procedures and a Code of Conduct or if the club does not that the Club follows the OAWA policies and procedures and Code of Conduct.
f. Support the efforts of the OAWA administration staff in promoting and managing wrestling.

16. Parents Code of Conduct

Being involved in Amateur Wrestling is a privilege for my son or daughter. In order to ensure my child gets the most enjoyment out of wrestling, I know that as a parent I have a very important role to play.

As a Parent, when I register my son or daughter with the OAWA, I confirm that I am aware of the Parents code of Conduct and that I will:

- Make myself aware of the OAWA's policies and procedures, in particular the Code of Conduct and Harassment policies. (available at www.oawa.ca in the About Us section).
- Ensure that both I and my child abide by these policies.
- Model sportsmanship for my child by treating all athletes, coaches, officials, tournament directors and members of other clubs with courtesy and respect.
- Respect the integrity of the on-mat and other tournament officials and administrators and not advise them how to call the match, or question their honesty.
- Emphasize the cooperative nature of the sport and encourage hard work and honest effort that will lead to improved performance and participation.
- I will encourage my child to participate for enjoyment as well as competition.
- Recognize the value and importance of volunteer coaches. They give of their time and resources to provide opportunities for my son or daughter.
- Not advise the coach on how to coach.
- I will stay off the competition mat during my son or daughter's match.
- I am there to cheer on and I will not coach my child during the match.
- If I have questions about my son or daughter's involvement in wrestling or participation at/during an event, I will address these directly with the coach in a mutually respectful manner at a time that is appropriate.
- I will not do so in the heat of the moment.
- If interested in helping coach, I will inquire about coach training with the club.
- I will encourage my son or daughter to be involved in wrestling, drug, tobacco and alcohol free.
- Cheer for my child's team and applaud good and fair play during matches.
- Learn the rules of wrestling to help me better understand what is happening on the mat, and encourage my child to follow the rules.
- Support all attempts to remove verbal or physical abuse and intimidation from organized wrestling activities, including language.
- Respect other parents.
- I will honour financial commitments made by me to the club and the OAWA.

Lastly, I am aware that failure to abide by this Parents Code of Conduct may result in my being asked to leave the club event/function or OAWA event where this failure has occurred.

Retaliation, Retribution or Reprisal

16. It is a breach of this *Code of Conduct and Ethics* for any Participant to engage in any act that threatens or seeks to intimidate another individual with the intent of discouraging that Individual from filing, in good faith, a complaint pursuant to any OAWA policy.

Transition Provisions

17. Understanding that pre-existing Intimate or Romantic Relationships between Participants where a Power Imbalance may exist, OAWA's Board of Directors will address each occurrence on a case-by-case basis. A transition plan is to be put in place as soon as reasonably practical and transition steps need to begin no later than December 31, 2021. Going forward, for any new Intimate or Romantic Relationships that begin and are not permitted by the Policy, immediate steps are to be taken. Resolution includes Participants changing their role(s) so that neither is a Person in Authority relative to the other or ending the relationship.

Policy History	
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ABUSE POLICY

Purpose

1. OAWA is committed to a Sport environment free from abuse. The purpose of this Policy is to stress the importance of that commitment by educating Participants about abuse, outlining how OAWA will work to prevent abuse, and how abuse or suspected abuse can be reported to and addressed by OAWA.

Zero Tolerance Statement

2. OAWA has zero tolerance for any type of abuse. Participants are required to report instances of abuse or suspected abuse to OAWA to be immediately addressed under the terms of the applicable policy.

Education – What is Abuse

3. Vulnerable Participants can be abused in different forms.

4. The following description of Child / Youth Abuse has been modified and adapted from Ecclesiastical's *Guidelines for Developing a Safety & Protection Policy for Children / Youth / Vulnerable Adults* [1]:

Child / Youth Abuse

5. "Child abuse" refers to the violence, mistreatment or neglect that a child or adolescent may experience while in the care of someone they depend on or trust. There are many different forms of abuse and a child may be subjected to more than one form:
    a) **Physical abuse** involves single or repeated instances of deliberately using force against a child in such a way that the child is either injured or is at risk of being injured. Physical abuse includes beating, hitting, shaking, pushing, choking, biting, burning, kicking or assaulting a child with a weapon. It also includes holding a child under water, or any other dangerous or harmful use of force or restraint.
    b) **Sexual abuse** and exploitation involve using a child for sexual purposes. Examples of child sexual abuse include fondling, inviting a child to touch or be touched sexually, intercourse, rape, incest, sodomy, exhibitionism, or involving a child in prostitution or pornography.
    c) **Neglect** is often chronic, and it usually involves repeated incidents. It involves failing to provide what a child needs for his or her physical, psychological or emotional development and well-being. For example, neglect includes failing to provide a dependent child with food, clothing, shelter, cleanliness, medical care, or protection from harm.
    d) **Emotional abuse** involves harming a child's sense of self-worth. It includes acts (or omissions) that result in, or place a child at risk of, serious behavioural, cognitive, emotional, or mental health problems. For example, emotional abuse may include aggressive verbal threats, social isolation, intimidation, exploitation, or routinely making unreasonable demands. It also includes exposing the child to violence.
6. Potential warning signs of abuse of children or youth can include:
    a) Recurrent unexplained injuries
    b) Alert behaviour; child seems to always be expecting something bad to happen
    c) Often wears clothing that covers up their skin, even in warm weather
    d) Child startles easily, shies away from touch or shows other skittish behaviour
    e) Constantly seems fearful or anxious about doing something wrong

f) Withdrawn from peers and adults
g) Behavior fluctuates between extremes (e.g., extremely cooperative or extremely demanding)
h) Acting either inappropriately beyond their age (like an adult; taking care of other children) or inappropriately younger than their age (like an infant; throwing tantrums)
i) Acting out in an inappropriate sexual way with toys or objects
j) New adult words for body parts and no obvious source
k) Self-harm (e.g., cutting, burning or other harmful activities)
l) Not wanting to be alone with a particular child, young person or adult

7. An abuser may use a number of different tactics to gain access to children, exert power and control over them, and prevent them from telling anyone about the abuse or seeking support. The abuse may happen once, or it may occur in a repeated and escalating pattern over a period of months or years. The abuse may change form over time.

Abuse in Sport

8. Abuse in sport can include emotional maltreatment, neglect, physical maltreatment and grooming.

a) **Emotional Maltreatment** – A Person in Authority's failure to provide a developmentally-appropriate and supportive environment. Emotional abuse is at the foundation of all other forms of maltreatment (sexual, physical and neglect). In sports, this conduct has the potential to cause emotional or psychological harm to an athlete when it is persistent, pervasive or patterned acts (i.e., yelling at an athlete once does not constitute maltreatment). Examples of emotional maltreatment include:
   i. Refusal to recognize an athlete's worth or the legitimacy of an athlete's needs (including complaints of injury/pain, thirst or feeling unwell)
   ii. Creating a culture of fear, or threatening, bullying or frightening an athlete
   iii. Frequent name-calling or sarcasm that continually "beats down" an athlete's self-esteem
   iv. Embarrassing or humiliating an athlete in front of peers
   v. Excluding or isolating an athlete from the group
   vi. Withholding attention
   vii. Encouraging an athlete to engage in destructive and antisocial behaviour, reinforcing deviance, or impairing an athlete's ability to behave in socially appropriate ways
   viii. Over-pressuring; whereby the Person in Authority imposes extreme pressure upon the athlete to behave and achieve in ways that are far beyond the athlete's capabilities
   ix. Verbally attacking an athlete personally (e.g., belittling them or calling them worthless, lazy, useless, fat or disgusting).
   x. Routinely or arbitrarily excluding athletes from practice
   xi. Using conditioning as punishment
   xii. Throwing sports equipment, water bottles or chairs at, or in the presence of, athletes
   xiii. Body shaming – making disrespectful, hurtful or embarrassing comments about an athlete's physique

b) **Neglect -** acts of omission (i.e., the Person in Authority should act to protect the health/well- being of an athlete but does not). Examples of neglect include:
   i. Isolating an athlete in a confined space or separated from a larger practice group with no supervision and/or for an extended period
   ii. Withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep
   iii. Ignoring an injury
   iv. Knowing about sexual abuse of an athlete but failing to report it

c) **Physical Maltreatment** - involves contact or non-contact behaviour that can cause physical harm to an athlete. It also includes any act or conduct described as physical abuse or misconduct (e.g., child abuse, child neglect and assault). Almost all sport involves strenuous physical activity. Athletes regularly push themselves to the point of exhaustion. However, any activity that physically harms an athlete—such as extreme disciplinary actions or punishment—is unacceptable. Physical maltreatment can extend to seemingly unrelated areas including inadequate recovery times for injuries and restricted diet. Examples of physical maltreatment include:
   i. Punching, beating, biting, striking, choking or slapping an athlete
   ii. Intentionally hitting an athlete with objects or sporting equipment
   iii. Providing alcohol to an athlete under the legal drinking age
   iv. Providing illegal drugs or non-prescribed medications to any athlete
   v. Encouraging or permitting an Athlete to return to play prematurely or without the clearance of a medical professional, following a serious injury (e.g., a concussion)
   vi. Prescribed dieting or other weight-control methods for junior aged Athletes and above (18+ years of age) without regard for their nutritional well-being and health (sport science and sport medicine professionals should be consulted when discussing optimal nutritional strategies or weight control methods). Please note that dieting and other weight control methods are not permitted for Athletes 17 years of age and younger.
   vii. Forcing an Athlete to assume a painful stance or position for no athletic purpose, or excessive repetition of a skill to the point of injury
   viii. Using excessive exercise as punishment (e.g., stretching to the point of causing the Athlete to cry, endurance conditioning until the Athlete vomits)

d) **Grooming** - a slow gradual and escalating process of building comfort and trust with an Athlete and/or their parents/guardian that is often very difficult to recognize. The process allows for inappropriate conduct to become normalized. It is often preceded by building confidence and comfort that an individual can be trusted with the care of the athlete. Examples of grooming include:
   i. Nudity or exposure of genitals in the presence of an Athlete;
   ii. Sexually oriented conversation or discussions about personal sexual activities;
   iii. Excessive discussions about a coach's personal life outside of coaching (i.e., family, work, medical challenges)
   iv. Spending time with an individual Athlete and/or their family outside of team activities;
   v. Excessive gift-giving to an individual Athlete;
   vi. Socially isolating an Athlete;
   vii. Restricting an Athlete's privacy;
   viii. Providing drugs, alcohol or tobacco to an Athlete;
   ix. Becoming overly-involved in an Athlete's personal life;
   x. Making sexual or discriminatory jokes or comments to an Athlete;
   xi. Displaying material of a sexual nature in the presence of an Athlete;
   xii. Mocking or threatening an Athlete
   xiii. Putting coach's needs above needs of Athlete and/or going to Athlete to have coach's needs met

9. Importantly, emotional and physical maltreatment does not include professionally-accepted reasonable coaching methods (per the NCCP) of skill enhancement, human development, physical conditioning, team building, discipline, or improving athletic performance, or sport science and sport medicine supervised nutritional strategies and weight control methods.

Vulnerable Adult Abuse

10. Although individuals may be abused at virtually any life stage – childhood, adolescence, young adulthood, middle age, or old age – the nature and consequences of abuse may differ depending on an individual's situation, disability, or circumstance.

11. The following description of Vulnerable Adult Abuse has been modified and adapted from Ecclesiastical's *Guidelines for Developing a Safety & Protection Policy for Children / Youth / Vulnerable Adults* [1].

12. Abuse of vulnerable adults is often described as a misuse of power and a violation of trust. Abusers may use a number of different tactics to exert power and control over their victims. Abuse may happen once, or it may occur in a repeated and escalating pattern over months or years. The abuse may take many different forms, which may change over time:

    a) **Psychological abuse** includes attempts to dehumanize or intimidate vulnerable adults. Any verbal or non-verbal act that reduces their sense of self-worth or dignity and threatens their psychological and emotional integrity is abuse. This type of abuse may include, for example
        i. Threatening to use violence
        ii. Threatening to abandon them
        iii. Intentionally frightening them
        iv. Making them fear that they will not receive the food or care they need
        v. Lying to them
        vi. Failing to check allegations of abuse against them

    b) **Financial abuse** encompasses financial manipulation or exploitation, including theft, fraud, forgery, or extortion. It includes using a vulnerable adult's money or property in a dishonest manner or failing to use a vulnerable adult's assets for their welfare. Abuse occurs any time someone acts without consent in a way that financially or personally benefits one person at the expense of another. This type of abuse against a vulnerable adult may include, for example:
        i. Stealing their money, disability cheques, or other possessions
        ii. Wrongfully using a Power of Attorney
        iii. Failing to pay back borrowed money when asked

    c) **Physical abuse** includes any act of violence – whether or not it results in physical injury. Intentionally inflicting pain or injury that results in either bodily harm or mental distress is abuse. Physical abuse may include, for example:
        i. Beating
        ii. Burning or scalding
        iii. Pushing or shoving
        iv. Hitting or slapping
        v. Rough handling
        vi. Tripping
        vii. Spitting

    d) All forms of sexual abuse are also applicable to vulnerable adults

13. Potential warning signs of abuse of vulnerable adults can include:
    a) Depression, fear, anxiety, passivity
    b) Unexplained physical injuries
    c) Dehydration, malnutrition, or lack of food
    d) Poor hygiene, rashes, pressure sores
    e) Over-sedation
    f) Not wanting to be alone with a particular person

Preventing Abuse

14. OAWA will enact measures aimed at preventing abuse. These measures include screening, orientation, training, practice, and monitoring.

Screening

15. OAWA will use the *Screening Policy* to determine the level of trust, authority, and access that each Person in Authority has with Vulnerable Participants. Each level of risk will be accompanied by increased screening procedures which may include the following, singularly or in combination:
    a) Completing an Application Form for the position sought (which includes alerting Participants that they must agree to adhere with the organization's policies and procedures (including this *Abuse Policy*))
    b) Completing a Screening Declaration Form
    c) Providing letters of reference
    d) Providing a E-Pic, Criminal Record Check ("CRC") and/or Vulnerable Sector Check ("VSC")
    e) Providing a driver's abstract, as required
    f) Other screening procedures, as required

16. A Participant's failure to participate in the screening process or pass the screening requirements as determined by a Screening Committee, will result in the Individual's ineligibility for the position sought.

Orientation and Training

17. OAWA may deliver orientation and training to those Persons in Authority who have access to, or interact with, Vulnerable Participants. The orientation and training, and their frequency, will be based on the level of risk, as described in the *Screening Policy*.

18. Orientation may include, but is not limited to: introductory presentations, facility tours, equipment demonstrations, parent/athlete meetings, meetings with colleagues and supervisors, orientation manuals, orientation sessions, and increased supervision during initial tasks or period of engagement.

19. Training may include, but is not limited to: certification courses, online learning, mentoring, workshop sessions, webinars, on-site demonstrations, and peer feedback.

20. At the conclusion of the orientation and training, Participants may be required to acknowledge, in written form, that they have received and completed the training.

Practice

21. When Persons in Authority interact with Vulnerable Participants, they are required to enact certain practical approaches to these interactions. These may include, but are not limited to:
    a) Limiting physical interactions to non-threatening or non-sexual touching (e.g., high-fives, pats on the back or shoulder, handshakes, specific skill instruction, etc.)
    b) Ensuring that Vulnerable Participants are always supervised by more than one Person in Authority
    c) Ensuring that more than one person is involved with team selection (thereby limiting the consolidation of power onto one individual)
    d) Ensuring that parents/guardians are aware that some non-personal communication between Persons in Authority and Vulnerable Participants (e.g., between coaches and minor athletes) may take place electronically (e.g., by texting) and that this type of communication is now considered to be commonplace, especially with older Vulnerable Participants (e.g., teenagers). Participants are aware that such communication is subject to the *Code of Conduct and Ethics* and *Social Media Policy*.
    e) When traveling with Vulnerable Participants, a Person in Authority will not transport Vulnerable Participants without another adult present and will not stay in the same overnight accommodation location without additional adult supervision.

Monitoring

22. OAWA will regularly monitor those Persons in Authority who have access to, or interact with, Vulnerable Participants. The monitoring will be based on the level of risk, as described in the *Screening Policy*.

23. Monitoring may include, but is not limited to: regular status reports, logs, supervisor meetings, supervisor on-site check-ins, feedback provided directly to the organization (from peers and parents/athletes), and regular evaluations.

Reporting Abuse

24. All leader members, including coaches, officials, administrators, are required to report abuse. Failure to do so will be considered a breach of the OAWA Code of Conduct.
25. Reports of abuse that are shared confidentially with a Person in Authority by a Vulnerable Participant may require the Participant to report the incident to parents/guardians, OAWA, a Member, or police. Participants must respond to such reports in a non-judgmental, supportive and comforting manner but must also explain that the report may need to be escalated to the proper authority or to the Vulnerable Participant's parent/guardian.

26. Complaints or reports that describe an element of **abuse** will be addressed by the process(es) described in the *Discipline and Complaints Policy* and the *Investigations Policy*.

[1] Retrieved from: https://www.ecclesiastical.ca/guidelines_developsafetyprotectionpolicy_children-youths-vulnerableadults_faith/

[2] Adapted from: https://www.all4kids.org/2014/03/04/warning-signs-child-abuse-neglect/

[3] Adapted from: https://www.parentsprotect.co.uk/warning_signs.htm

Policy History	
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Ontario Amateur Wrestling Association
Discipline and Complaints Policy

Definitions

1. The following terms have these meanings in this Policy:

- "Association" – Ontario Amateur Wrestling Association
- "Complainant" – The Party alleging an infraction
- "Days" – Days including weekend and holidays
- "Individuals" – All categories of membership defined in the Association's Bylaws, as well as all individuals engaged in activities with the Association including, but not limited to, athletes, coaches, referees, officials, volunteers, administrators, committee members, and directors and officers of the Association
- "Respondent" – The alleged infracting Party

Purpose

2. Individuals and participants are expected to fulfill certain responsibilities and obligations including, but not limited to, complying with Association's policies, bylaws, rules and regulations, and Codes of Conduct. Non-compliance by Individuals may result in sanctions pursuant to this Policy.

Application of this Policy

3. This Policy applies to all Individuals relating to matters that may arise during the course of Association's business, activities, and events including, but not limited to, competitions, practices, training camps, travel associated with Association activities, and any meetings.
4. This Policy also applies to Individuals' conduct outside of the Association's business, activities, and events when such conduct adversely affects relationships within the Association (its work and/or sport environment) or is detrimental to the image and reputation of the Association. The jurisdiction of this Policy will be determined by the Association at its sole discretion.
5. This Policy does not prevent discipline from being applied, during a competition or event. Further discipline may be applied according to this Policy. Any infractions or complaints occurring within competition will be dealt with by the procedures specific to the competition, if applicable. In such situations, disciplinary sanctions will be for the duration of the competition, training, activity or event only.

Reporting a Complaint

6. Any Individual may report any complaint to the Association. A complaint must be in writing and must be filed within fifteen (15) days of the alleged incident. Anonymous complaints may be accepted at the sole discretion of the Association. Complaints from underage or otherwise vulnerable members may be filed on their behalf by a third party who is also a member of the Association.
7. A Complainant wishing to file a complaint outside of the fifteen (15) day period must provide a written statement giving reasons for an exemption to this limitation. The decision to accept or deny the complaint outside of the fifteen (15) day period will be at the sole discretion of the Association. This decision may not be appealed.
8. At the Association's discretion, the Association may act as the complainant and initiate the complaint process under the terms of this Policy. In such cases, the Association will identify an individual to represent the Association.

Case Manager

9. All Complaints are to be sent to the Association's office. The Association President (or a designate from the Board of Directors of the Association if the President is unable to fulfil this role) is the chief Board member responsible for complaints. Upon the receipt of a complaint, the President (or designate) will appoint a Case Manager to oversee the management and administration of complaints submitted in accordance with this Policy and such appointment is not appealable. The Case Manager is not required to be a member of the Association. The Case Manager has a responsibility to:
10. Determine whether the complaint is frivolous and within the jurisdiction of this Policy
11. Propose the use of the Association's Dispute Resolution Policy
12. Appoint the Panel, if necessary
13. Coordinate all administrative aspects and set timelines
14. Provide administrative assistance and logistical support to the Panel as required
15. Provide any other service or support that may be necessary to ensure a fair and timely proceeding

Procedures

1. If the Case Manager determines the complaint is:
   - Frivolous or outside the jurisdiction of this Policy, the Case Manager will recommend to the President (or designate) that the complaint be dismissed immediately. If the President (or designate) agrees, the matter will be dismissed.
   - Not frivolous and within the jurisdiction of this Policy, the Case Manager will notify the Parties the complaint is accepted and the applicable next steps.
2. The Case Manager's decision to accept or the President (or designate) decision to dismiss the complaint may not be appealed.
3. After notifying the Parties the complaint has been accepted, the Case Manager will propose the Association's Dispute Resolution Policy with the objective of resolving the dispute. If the dispute is not resolved or the parties refuse the Dispute Resolution Policy, the Case Manager will appoint a Discipline Panel, which shall consist of a single Adjudicator, to hear the complaint. In extraordinary circumstances, and at the discretion of the Case Manager, a Panel of three persons may be appointed to hear the complaint. In this event, the Case Manager will appoint one of the Panel's members to serve as the Chair.
4. The Case Manager, in cooperation with the Discipline Panel, will then decide the format under which the complaint will be heard. This decision may not be appealed. The format of the hearing, which may involve direct communications with the Parties, an oral in-person hearing, an oral hearing by telephone or other telecommunications, a hearing based on a review of documentary evidence submitted in advance of the hearing, or a combination of these methods. The hearing will be governed by the procedures that the Case Manager and the Discipline Panel deem appropriate in the circumstances, provided that:
   - The Parties will be given appropriate notice of the day, time, and place of the hearing, in the case of an oral in-person hearing, an oral hearing by telephone or other telecommunications
   - Copies of any written documents which the parties wish to have the Panel consider will be provided to all Parties in advance of the hearing and/or decision rendered
   - The Parties may be accompanied by a representative, advisor, or legal counsel at their own expense
   - The Discipline Panel may request that any other individual participate and give evidence at the hearing

- The Discipline Panel may allow as evidence at the hearing any oral evidence and document or thing relevant to the subject matter of the complaint, but may exclude such evidence that is unduly repetitious and shall place such weight on the evidence as it deems appropriate

The decision will be by a majority vote of the Discipline Panel

5. If the Respondent acknowledges the facts of the incident, the Respondent may waive the hearing, in which case the Discipline Panel will determine the appropriate disciplinary sanction. The Discipline Panel may still hold a hearing for the purpose of determining an appropriate sanction.
6. If a Party chooses not to participate in the hearing, the hearing will proceed in any event.
7. If a decision may affect another party to the extent that the other party would have recourse to a complaint or an appeal in their own right, that party will become a Party to the complaint in question and will be bound by the decision.
8. In fulfilling its duties, the Panel may obtain independent advice.

Decision

- After hearing and/or reviewing the matter, the Discipline Panel will determine whether an infraction has occurred and, if so, the sanctions to be imposed.
- Within fifteen (15) days of the hearing's conclusion, the Discipline Panel's written decision, with reasons, will be distributed to all Parties, the Case Manager, and the Association.
- In extraordinary circumstances, the Discipline Panel may first issue a verbal or summary decision soon after the hearing's conclusion, with the full written decision to be issued before the end of the fifteen (15) day period.
- The decision will be considered a matter of public record unless decided otherwise by the Discipline Panel.

Sanctions

The Panel may apply the following disciplinary sanctions, singularly or in combination:

- Verbal or written reprimand
- Verbal or written apology
- Service or other contribution to the Association
- Removal of certain privileges
- Suspension from certain teams, events, and/or activities
- Suspension from all Association activities for a designated period of time
- Withholding of awards
- Payment of the cost of repairs for property damage
- Suspension of funding from the Association or from other sources
- Expulsion from the Association
- Any other sanction considered appropriate for the offense

Unless the Discipline Panel decides otherwise, any disciplinary sanctions will begin immediately. Failure to comply with a sanction as determined by the Discipline Panel will result in automatic suspension until such time as compliance occurs.

Infractions that result in discipline will be recorded and records maintained by the Association for a period of at least 3 years from the conclusion of any disciplinary action imposed.

Suspension Pending a Hearing

The Association may determine that an alleged incident is of such seriousness as to warrant suspension of an Individual pending completion of the criminal process, a hearing or a decision of the Panel.

Criminal Convictions

A Member's conviction for any of the following Criminal Code offenses will be deemed an infraction under this Policy and will result in expulsion from the Association:

- Any child pornography offences
- Any sexual offences
- Any offence of physical or psychological violence
- Any offence of assault
- Any offence involving trafficking of illegal drugs

This decision may be appealed as per section 28 below.

Confidentiality

The discipline and complaints process is confidential and involves only the Parties, the Case Manager, the Discipline Panel, and any independent advisors to the Panel. Once initiated and until a decision is released, none of the Parties will disclose confidential information relating to the discipline or complaint to any person not involved in the proceedings.

Timelines

If the circumstances of the complaint are such that adhering to the timelines outlined by this Policy will not allow a timely resolution to the complaint, the Discipline Panel may direct that these timelines be revised.

Records and Distribution of Decisions

Other individuals or organizations may be advised of any decisions rendered in accordance with this Policy.

Appeals Procedure

A member may appeal the outcome of a Discipline Panel as follows:

1. Any member may appeal the severity of, or process by which, the penalty was imposed.
2. An appeal to a decision regarding a disciplinary matter must be filed, in writing, to the attention of the President of the Ontario Amateur Wrestling Association care of the Provincial Office within five (5) calendar days of the receipt of the written decision.
3. Any such Appeal should clearly state the grounds/basis for the Appeal, for example that OAWA Code of Conduct Policy was not followed, that the Disciplinary Committee showed bias in their review of the matter, that the length of time taken by the Disciplinary Committee review of the matter was excessive (see specific note to this above), or that the penalty reached is unreasonable or excessive.
4. The Association President (or a designate from the Executive Committee of the Association if the President is unable to fulfil this role) will review the Appeal and determine if there are reasonable grounds for the Appeal, and if so deemed will set an Appeals Committee that will review the Appeal within five (5) calendar days of receiving an appeal on a disciplinary matter.
5. The Disciplinary Appeals Committee will be significantly (by a majority of members) different from the original Committee which determined the disciplinary ruling in question.
6. The Appeals Committee will examine the original infraction, the actions of the Executive/Discipline Committee and determine its own findings.
7. The Appeals Committee will then determine a course of action which may include:
    a. upholding the original penalty.
    b. determining that no penalty is required.
    c. determining a new penalty.

Any decision regarding a disciplinary matter, made by the Appeals Committee is final.

Policy History	
Approved	September 11, 2022
Next Review Date	September 11, 2024
Revision Approval Dates	

Ontario Amateur Wrestling Association
Alternative Dispute Resolution Policy

Definitions

The following terms have these meanings in this Policy: a) “Association” – Ontario Amateur Wrestling Association

Purpose

- The Association supports the principles of Alternate Dispute Resolution (ADR) and is committed to the techniques of negotiation, facilitation, and mediation as effective ways to resolve disputes.
- The Association encourages all individuals and parties to communicate openly, collaborate, and use problem-solving and negotiation techniques to resolve their differences. The Association believes that negotiated settlements are usually preferable to outcomes resolved through other dispute resolution techniques.

Application of this Policy

This Policy applies to all disputes within the Association when all parties to the dispute agree that such a course of action would be mutually beneficial.

Facilitation and Mediation

- If all parties to a dispute agree to Alternate Dispute Resolution, a mediator or facilitator shall be appointed by the Association to mediate or facilitate the dispute.
- The mediator or facilitator shall decide the format under which the dispute shall be mediated or facilitated.
- Should a negotiated decision be reached, the decision shall be reported to, and approved by the Association.
- Should a negotiated decision not be reached by the deadline specified by the mediator or facilitator, or if the parties to the dispute do not agree to Alternate Dispute Resolution, the dispute shall be considered under the appropriate section of Association’s Discipline and Complaints Policy or Appeal Policy.
- The costs of mediation and facilitation will be shared equally by the parties or paid by the Association upon their sole discretion.

Final and Binding

- Any negotiated decision will be binding on the parties. Negotiated decisions may not be appealed.
- No action or legal proceeding will be commenced against Association or its Individuals in respect of a dispute, unless the Association has refused or failed to provide or abide by its governing documents.

Policy History	
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RECIPROCATION POLICY

Purpose

1. The purpose of this Policy is to ensure Provincial enforcement and recognition of all disciplinary sanctions applied by Wrestling Canada Lutte, OAWA, Ontario Amateur Wrestling Officials' Association (OAWOA), and Ontario Clubs.

Application

2. This Policy applies to all Participants, OAWA, OAWOA, and Clubs.

Responsibilities

3. OAWA will:
   a) Respect all Disciplinary sanctions imposed by Wrestling Canada Lutte.
   b) Provide copies of discipline and appeal decisions involving Participants to the groups - Club(s), OAWOA, with which the Participant was affiliated
   c) For discipline decisions provided to OAWA by OAWOA or by a Club, determine per the *Discipline and Complaints Policy* whether to initiate further action against the Participant(s) named in the decision
   d) Recognize and enforce the disciplinary sanctions imposed by OAWOA or a Club
   e) Previous decisions in which the sanction is still enforceable, shall also be communicated to all member groups) for which the individual was affiliated
   f) Inform Wrestling Canada Lutte of all suspensions.

4. OAWOA and Clubs will:
   a) Provide copies of discipline and appeal decisions involving Participants to OAWA
   b) For discipline decisions provided to OAWOA or a Club by OAWA, that group may determine per its own policies whether to initiate further action against the Individual(s) named in the decision
   c) Recognize and enforce the disciplinary sanctions imposed by OAWA
   d) Suggested: OAWOA/Clubs should update their governing documents to reference the reciprocation procedures described herein

Appeals

5. The recognition and implementation of a sanction in accordance with this Policy is not appealable.

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SOCIAL MEDIA POLICY

Preamble

1. OAWA is aware that individual interaction and communication occurs frequently on social media. OAWA cautions Participants that any conduct falling short of the standard of behaviour required by the *Code of Conduct and Ethics* will be subject to the disciplinary sanctions identified within the *Discipline and Complaints Policy*.

Application of this Policy

2. This Policy applies to all Participants.

Conduct and Behaviour

3. All conduct and behaviour occurring on Social Media must comply with the *Code of Conduct and Ethics.*
   a) Coaches are reminded to abide by the requirements set out in the OAWA Code of Conduct relating to communication with athletes via social media. Follow the spirit of ***Rule of Two***.
   b) Posting a disrespectful, hateful, harmful, disparaging, insulting, or otherwise negative comment on a social medium that is directed at a Participant, at OAWA, at other individuals connected with OAWA.
   c) Posting a picture, altered picture, or video on a social medium that is harmful, disrespectful, insulting, embarrassing, suggestive, provocative or otherwise offensive, and that is directed at a Participant, at OAWA, or at other individuals connected with OAWA.
   d) Creating or contributing to a Facebook group, webpage, Instagram account, Twitter feed, blog, or online forum devoted solely or in part to promoting negative or disparaging remarks or commentary about OAWA or its Members, their stakeholders, or their reputation
   e) Inappropriate Intimate or Romantic Relationships over a social medium between Individuals and Persons in Authority, such as between Athletes and coaches, officials and Athletes, etc.
   f) Any instance of cyber-bullying or cyber-harassment between one Participant and another Participant (including a teammate, coach, opponent, volunteer, or official), where incidents of cyber-bullying and cyber-harassment can include but are not limited to the following conduct on any social medium, via text-message, or via email: regular insults, negative comments, vexatious or unwelcome behaviour, pranks or jokes, threats, posing as another person, spreading rumours or lies, or other harmful behaviour.

Participants' Responsibilities

4. Participants should be aware that their social media activity may be viewed by anyone; including OAWA or other Participants.

5. If OAWA unofficially engages with a Participant in social media (such as by retweeting a tweet or sharing a photo on Facebook) the Individual may, at any time, ask OAWA to cease this engagement.

6. When using social media, a Participant must model appropriate behaviour befitting the Participant's role and status in connection with OAWA.

7. Removing content from social media after it has been posted (either publicly or privately) does not excuse the Participant from being subject to the *Discipline and Complaints Policy.*

8. An individual who believes that a Participant's social media activity is inappropriate or may violate the policies and procedures of OAWA or a Member should report the matter in the manner outlined by the *Discipline and Complaints Policy*.

Policy History	
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ONTARIO AMATEUR WRESTLING ASSOCIATION (OAWA)
SCREENING POLICY

Preamble

Screening of staff and volunteers is an important part of providing a safe sporting environment and has become a common practice among organizations in the non-profit sector that provide programs and services to youth in the community.

Beginning with the 2018 membership year, the OAWA has upgraded its mandatory background check process for all coaches wishing to be members of the Association. This check process will include a Criminal History/Criminal Background check for all OAWA registered coaches. All coaches are required to provide a background check every two years. Coaches who have background checks through their employer must provide an original (law enforcement agency embossed) copy.

The OAWA is committed to doing everything reasonable to provide a safe and secure environment for participants in Association programs.

It will be the responsibility of OAWA to ensure that all Background Checks, and the information contained within, are maintained in a secure fashion and with the strictest of confidence. Failure of any member of OAWA to maintain such confidentiality will result in that member being subject to discipline, suspension and/or permanent expulsion from participation in OAWA programs. Such measures will be at the discretion of the Board of Directors of OAWA.

The purpose of screening is to identify individuals within the Ontario Wrestling Community who may pose a risk to OAWA and its members.

Policy Statement

OAWA recognizes that for some members, Wrestling Canada Lutte (WCL) may have a higher standard for background checks than OAWA. In this case, the WCL standard will be applied to that member. Not all individuals associated with OAWA will be required to undergo screening through a Background Check, as not all volunteer positions pose a risk of harm to OAWA or to its members. OAWA will determine, as a matter of policy, which designated categories of volunteers will be subject to screening through a Background Check.

For the purposes of this policy, 'designated categories' are those classes of persons who work closely with athletes and who occupy positions of trust and authority within OAWA or within a member club of OAWA. Such designated categories include registered coaches and may include other individuals in paid staff positions, members of the Board of Directors, members of the Executive Committees, volunteers appointed to accompany a representative team to an event or competition, and all coaches. Such determination to be made by the Executive Committee of the OAWA.

It is The Ontario Amateur Wrestling Association's policy that:

- All coaches, officials, and others as determined by this policy, will submit a Vulnerable Sector Check initially to the OAWA. In addition, the volunteer will submit an Enhanced Police Information Check (e-Pic) using the on-line Screening Services of MyBackCheck.com or by providing a proof of such screening from a recognized law enforcement agency (local police or OPP for example), every four years. OAWA reserves the right to request another Vulnerable Sector Check or e-pic if it feels it is required.
- Failure to participate in the process for Screening as outlined in this policy will result in ineligibility of the individual for the staff or volunteer position. Members must agree to Background checks as required as part of their membership application. Applicant coaches who do not provide a background check within a reasonable timeline will have their membership suspended by the OAWA Registrar.
- OAWA will not knowingly register an individual who has a criminal conviction for a 'relevant offence', as defined in this policy. However, where the Screening Committee is of the opinion that, notwithstanding a conviction for a relevant offence, a person can occupy a position in a designated category without adversely affecting the safety of an athlete or member of OAWA, and through the imposition of such terms and conditions as are deemed appropriate, the Screening Committee may approve a person's participation in a designated category.
- If a person in a designated position subsequently receives a conviction for, or is found guilty of, a relevant offence, they are required to report this circumstance immediately to OAWA. Failure to do so will be considered grounds for immediate suspension of membership and all privileges relating. The onus is on the individual to provide updated information to the OAWA. Failure to report a change in status will make the individual ineligible.
- If a person in a designated position provides false or misleading information, that person will immediately be removed from their designated positions and may be subject to further discipline in accordance with OAWA's Code of Conduct/Discipline Policy.

Screening Committee

1. The implementation of this policy is the responsibility of the Screening Committee of OAWA; a committee of three persons chosen as needed at the discretion of the Board of Directors OAWA. The Executive Committee of OAWA will ensure that the members appointed to the Screening Committee possess the requisite skills, knowledge and abilities to accurately assess the outcomes of Background Checks and render decisions under this policy.
2. Quorum for the Screening Committee will be three members. The OAWA Provincial Director will serve on the Committee as a resource and in a non-voting capacity, although may be called upon to vote in the instance where one member of the Committee declares a conflict of interest.
3. The Board of Directors may, in its sole discretion, remove any member of the Screening Committee.

4. The Screening Committee will carry out its duties, in accordance with the terms of this policy, independent of the OAWA Board of Directors and staff of OAWA.
5. The Screening Committee is responsible for reviewing all Background Checks returned with issue or rejected – that is any applicant member who fails the Background Check. Based on such reviews, the Committee will make decisions regarding the appropriateness of individuals filling positions in designated categories within OAWA programs. In carrying out its duties, the Screening Committee may consult with independent experts including lawyers, police, risk management consultants, volunteer screening specialists or any other person.
6. Subsequent to its review of a rejected Background Check, the Screening Committee, by majority vote, will:
    a) Approve an individual's participation in a designated category; or
    b) Deny an individual's participation in a designated category; or
    c) Approve an individual's participation in a designated category subject to terms and conditions as the Screening Committee deems appropriate.
7. Where, in accordance with paragraph 13, the Screening Committee denies an individual's participation in a designated category or approves an individual's participation in a designated category subject to terms and conditions, the reasons for such decision will be provided, in writing, to the designated member within 14 days of the Screening Committee's decision being made, and a copy of this decision will be provided to the Board of Directors of OAWA, through the Provincial Director.
8. The decisions of the Screening Committee will be effective upon notice being sent to the individual by e-mail to his/her last known email address on record with the Membership coordinator. A copy will be sent via land mail as well.
9. The decisions of the Screening Committee are binding.
10. Where the Screening Committee determines that an individual is ineligible for a staff or volunteer position, that individual may seek a review of the matter by following the Appeals Process as Outlined in the OAWA Discipline and Complaints Policy.

Procedure

1. Each coach or volunteer in a designated category will obtain and submit, at their own cost, a Background Check. Staff members who are required to obtain a Background check will have the cost of this check paid by OAWA. All Background Checks will be maintained in a safe and secure manner, either through on-line measures provided by the service provider, or secure maintenance of any hard copies provided.
2. The Membership Registrar of OAWA will not finalize a membership application or renewal for any Coach until it has been confirmed that the Background Check process has been completed.
3. The Provincial Director of the OAWA will check the status of Background Checks on a regular basis, reporting those that have passed to the Membership Registrar so that those applicant's membership may be completed.
4. The Screening Committee will receive and review all failed Background Checks received from the Provincial Director and determine whether the individual's Background Check reveals a relevant offence.
5. If an individual's Background Check does not reveal a relevant offence, the Screening

Committee will notify Membership Registrar that the individual is eligible for the volunteer or staff position, and will return all related documentation to the Provincial Director for secure storage in accordance with OAWA's Records Retention Schedule.

6. If an individual's Background Check reveals a relevant offence, the Screening Committee will request a statement from the applicant, consider the matter, and render its decision and provide notice of its decision in accordance with paragraphs 12 through 15 of this policy.
7. After providing notice, the OAWA will maintain the Background Check in question in a secure manner for a minimum of one year if membership is rejected to facilitate any subsequent inquiry or formal appeal the applicant may launch. At the end of this period, the applicant will be deemed to be in agreement with the decision and the documents will be destroyed/disposed of in a secure manner.
8. Nothing in this policy will prevent an individual from re-applying for a staff, coach or other relevant volunteer position with OAWA subject to the same terms and conditions including at that point having to pass the Background Check.
9. Background Checks are valid for a period of two years. Notwithstanding this, the OAWA may request that a staff person, coach or other volunteer in a designated category provide a new Background Check for review and consideration if there is felt to be justification for such a request. Such request will be in writing and will provide the reasons for such a request.

Relevant Offences

For the purposes of this Policy, a 'relevant offence' is any of the following offences for which pardons have not been granted:

- If imposed in the last five years, or if there are any resulting limitations still in place:
- Any criminal offence involving the use of a motor vehicle, including but not limited to impaired driving;
- Any violations for trafficking under the Controlled Drug and Substances Act; or
- Any offence involving conduct against public morals;
- If imposed in the last ten years, or if there are any resulting limitations still in place:
- Any crime of violence including but not limited to, all forms of assault; or
- Any criminal offence involving a minor or minors.
- Any offence involving theft or fraud.
- If imposed at any time:
- Any criminal offence involving the possession, distribution, or sale of any child-related pornography;
- Any sexual offence involving a minor or minors.

Records/Return of Fees:

- The Screening Committee will retain no copies of Background Checks and related materials.
- The OAWA will retain written records of communication with the OAWA Provincial Director and with individuals whose Background Checks indicated a relevant offence thereby necessitating a review.
- As well the OAWA will retain all copies of its decisions and written reasons for decisions. All records will be maintained in a confidential manner in keeping with the Privacy Policy of the OAWA and will not be disclosed to others except as required by law, or for use in legal, quasi-legal or disciplinary proceedings.
- For all membership applications rejected due to background check issues, the applicant's fee will be refunded.

Ontario Amateur Wresting Association
Application for Review by any individual failing a Background Check

Please print (for identification purposes only):

NAME:

_____

First Middle Last

OTHER NAMES YOU HAVE USED:

_____

CURRENT PERMANENT ADDRESS:

_____

Street City Province Postal

DATE OF BIRTH: _____ GENDER: ___ Male ___ Female ____ Other
Month/Day/Year

STATEMENT

As part of my application for membership to the Ontario Amateur Wrestling Association (OAWA), I voluntarily agreed to have a background check performed. I understand that this background check has returned with issues that may prevent my being granted membership in OAWA. I submit this detail and explanation as to my background, and agree to a review by the appointed Association Committee. I agree to abide by the outcome of this process.

Agree _____ (Please check to confirm your agreement with this process).

The following are the charge or charges relating to me failing the background check (please be detailed – use another page or pages as required):

_____

_____

_____

_____

_____

_____

_____

_____

Other than those noted above, there:

Are _____ Are No _____ (please check one)

other criminal charges or any other charges, including those from a sport body, private tribunal or government agency, currently pending or threatened against me.

If there are other charges past, pending or threatened, please explain for any and all charge or charges (use a separate sheet if needed):

Name or Type of Offense:

_____

Name and Jurisdiction of Court/Tribunal:

_____

Age When You Allegedly Committed the Crime:

_____

Other Information:

_____

_____

_____

I offer the following explanation of these offences (please be detailed – use another page or pages as required):

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

For more than one conviction please attach additional page(s) as necessary.

Certification:

I confirm that the answers on this form and any attachments included are truthful, accurate and complete. I confirm my willingness to participate in this Review Process and agree to abide by its outcome.

NAME:

_____

First Middle Last

Signature: _____ Date: _____

Ontario Amateur Wrestling Association

103 – 1 Concorde Gate, Toronto, Ontario M3C 3N6
Telephone: (416) 426-7274
Web Site: http://www.oawa.ca E-mail: admin@oawa.ca

Insert Date

Dear Regional or Provincial Police agency or RCMP:

Please accept this letter in support of a ***Police Record Background Check and Vulnerable Sector Search*** for:

_____
Insert individual's full name here

The above-noted person has applied for membership in the Ontario Amateur Wrestling Association as a **VOLUNTEER** Coach or Official.

The Ontario Amateur Wrestling Association is the Provincial Sport Organization recognized by the government of Ontario as the official sport body for amateur wrestling in Ontario. We are a non-profit association, designated by the Ontario Ministry of Tourism, Culture, and Sport as the recognized Sport Governing Body for amateur wrestling in Ontario. Selected members such as Coaches and Officials who deal with vulnerable individuals – primarily youths, are required to provide a Police Record and Vulnerable Sector Background Check as part of their membership application to the Association.

We ask your cooperation with our member-coach in processing their request for a Vulnerable Sector Check and/or background check, and granting it at either no cost or the reduced cost associated with such a request for individuals involved in voluntary capacities with non-profit/charitable groups.

Thank you,



Tim MaGarrey,
Provincial Director.