

Safe Sport Policy Manual

Version 1.2

April 1, 2026

Sport
MANITOBA

Amendment History Table

Version	Date	Description of Change
1.0	February 20, 2026	Initial release
1.1	March 2, 2026	Updated page 7 - Added <i>Field of Play</i> definition, and page 22 - Added <i>Field of Play</i> Matters within the Discipline and <i>Complaints</i> Policy
1.2	March 6, 2026	Corrected page numbers, including in the Table of Contents

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1. Introduction

a) Sport Manitoba's Commitment to Safe Sport

Sport Manitoba is committed to fostering a safe, inclusive, and respectful sport environment that is free from all forms of *Maltreatment*. All *Participants* have the right to engage in a sport context—whether playing, practicing, competing, working, or interacting—that promotes their health and well-being.

Creating and maintaining a positive and *Maltreatment*-free sport system is a shared responsibility. It requires the active and deliberate efforts of all *Participants*, including *Athletes*, parents, *Coaches*, *Officials*, club administrators, and organizational leaders.

Individuals in positions of trust have a heightened responsibility to protect *Participants*—especially *Vulnerable Participants*—and must respond promptly to *Maltreatment*. Preventing discrimination, addressing bias, and responding to misconduct are critical, as *Maltreatment* can have lasting impacts. While it can affect all *Participants*, those from *Marginalized Communities* and minors have increased vulnerability to experiencing *Maltreatment* in sport.

b) Purpose of This Manual

The Government of Manitoba passed The Protecting Youth in Sports Act in 2025 and it will be enacted in 2026. Sport Manitoba, in consultation with a variety of experts, developed this policy manual to:

- outline safe sport policies
- support a consistent and comprehensive approach across all recognized sport partners

c) What is Safe Sport?

Safe sport refers to creating and maintaining an environment that prioritizes the physical and psychological well-being of all *Participants*. It involves a commitment to providing optimal experiences, while actively preventing and addressing all forms of *Maltreatment*, including abuse, *Harassment*, neglect, and discrimination.

2. The Protecting Youth in Sports Act

The Protecting Youth in Sports Act (also known as Bill 21) requires Sport Manitoba and provincially-recognized and prescribed sport *Organizations* to adopt and establish standards and oversight to protect *Young Athletes*.

Key elements:

a) Safe Sport Policy

- Sport Manitoba is mandated to establish province-wide safe sport policies detailing behaviour expectations and prohibited conduct for *Coaches*, *Athlete Support Personnel*, *Young Athletes* (aged 21 and under), and parents.
- Provincial Sport Organizations must adopt and implement these policies.
- See Appendix A for a list of *Organizations* that must adhere to these safe sport policies.

b) Education and Information

- Sport Manitoba must prepare or approve age-appropriate educational resources for *Athletes* and parents, covering behaviour expectations and actionable steps to *Report Maltreatment*.
- *Coaches* are required to complete a training program—focused on identifying, preventing, and *Reporting Maltreatment*.

c) Independent Complaint Handling

- *Maltreatment Complaints* must be referred to an independent adjudicator, who is responsible for conducting preliminary reviews, *Investigations*, and hearings as needed, ensuring all *Parties* are properly notified, and issuing written decisions and disciplinary outcomes.
- When a *Coach* or *Athlete Support Personnel* is found to have committed *Maltreatment*, Sport Manitoba must notify all Provincial Sport Organizations.

d) Cross-Organizational Oversight & Transparency

- Any discipline given by the adjudicator applies to all sport *Organizations* recognized by Sport Manitoba. A summary of the decision must be shared to help prevent future contact with *Coaches* or *Athlete Support Personnel* who have maltreated a *Young Athlete*.

This document is a summary. [Click here to read the Act in full.](#)

3. Definitions

Affected Party

Any individual or entity, as determined by the *Hearing Panel*, who may be affected by a rendered decision.

Alternate Dispute Resolution (ADR)

The use of methods such as mediation, negotiation, or facilitated conversations by a neutral third party to resolve a *Dispute* or *Complaint* without resorting to arbitration.

Appeal

A formal submission in writing to contest a decision.

Appellant

The party appealing a decision.

Appeal Manager

An individual, who may be any staff member, committee member, volunteer, director, or an *Independent Third Party*, who is appointed to oversee the *Appeal* process (and the *Appeal Policy*).

Athlete

An individual who is an *Athlete Participant* in the *Organization*.

Athlete Support Personnel

Any *Coach*, trainer, manager, agent, team staff, *Official*, medical or paramedical personnel or any other person working with, treating, or assisting an *Athlete* participating in or preparing for sports competition.

Background Check

A process used to verify if someone has a criminal history, including convictions or pending charges.

May be referred to as a Criminal Record Check (CRC), a Police Information Check (PIC), Enhanced Police Information Check (E-PIC) or Criminal Record and Judicial Matters Check (CRJMC), depending on the platform used to request the check.

Canadian Safe Sport Program (CSSP)

The program which receives and responds to *Reports of Prohibited Behaviour* under the *UCCMS* committed by individuals who are part of national, federally funded sport organizations.

Case Manager

An individual appointed by the *Independent Third Party* or *Organization* to fulfil the responsibilities described in the *Discipline and Complaint Policy*.

Child Abuse Registry Check

A formal request to access the Child Abuse Registry to determine if a person who will provide care or have unsupervised access to children is known to have been involved in abusing a child.

Coach

An individual (14 years of age or older) who is authorized or recognized by an *Organization* to provide instruction and direction to *Participants* in a sport.

As per the *Coach Screening Policy* Minimum Requirements:

6-Week Community Club Coach

These *Coaches* are never alone with an *Athlete* and have parent supervision at all times. These *Coaches* do not take any *NCCP*

Continued

and may be provided with pre-planned practice plans. The typical season lasts 4–6 weeks. May or not be members of an *Organization*.

Community Coach

These are *Coaches* who are working primarily with *Athletes* in the community in a recreational setting. These are programs that happen in the local community and involve only local travel for participation. Often short term seasonal (6 weeks & up). These *Coaches* may or may not take *NCCP* sport specific certification in the community or Instruction beginners' stream of the *NCCP*. Typically they are members of an *Organization*.

Competition Coach

These are *Coaches* working with *Athletes* who compete in their local community and throughout the province. *Athletes* and teams may also travel out of province to compete in tournaments without parental supervision. This includes high school *Coaches* and club travel teams. These *Coaches* may take *NCCP* sport specific certification in the Competition Introduction stream of the *NCCP*. These *Coaches* would coach beyond 3 months. They are members of an *Organization*.

Performance Coach

These are *Coaches* who work with elite club programs, provincial, Canada Games Teams, and University and College programs. These *Coaches* may take sport specific *NCCP* certification in the Competition Development stream of the *NCCP*. These *Coaches* may take *Athletes* away to competition without parent supervision.

Professional Coach

These are *Coaches* who work with a club, provincial sport organizations and universities in a full-time/part-time employed capacity. These *Coaches* require a minimum of Competition Development certification in the *NCCP* but may require additional sport specific requirements.

Complaint

A formal submission in writing using the method stipulated within the policy or procedures, setting out the details of an alleged *Complaint*, violation, breach, or grievance.

Complainant

Any person or *Organization*, submitting a *Complaint*.

Conflict of Interest

Any situation in which a representative's decision-making is influenced or could be influenced by personal, family, financial, business, or private interests.

Day

Calendar days including weekends and holidays.

Decision Report

A formal written document that outlines the outcome of a discipline and *Complaint* process, *Appeal* process, or *Alternate Dispute Resolution*.

Dispute

A disagreement or conflict between two or more parties.

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Event

An occurrence sanctioned by the *Organization*, which may include a social event.

Field of Play

The area of competition and the period of time during which a competition or game is taking place, including warm-up and cool-down periods that are directly connected to the competition. It includes decisions, rulings, and actions taken by *Officials* in applying the sport rules during competition.

Harassment

A course of vexatious comment or conduct against a *Participant* or group, which is known or ought reasonably to be known to be unwelcome. Types of behaviour that constitute *Harassment* include, but are not limited to:

- i. Written or verbal abuse, threats, or outbursts;
- ii. Persistent unwelcome remarks, jokes, comments, innuendo, or taunts;
- iii. *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;
- iv. Leering or other suggestive or obscene gestures;
- v. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;

vi. Practical jokes which endanger a person's safety, or may negatively affect performance;

vii. 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 teams or with the group, or ability;

viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;

ix. Deliberately excluding or socially isolating a person from a group or team;

x. Persistent sexual flirtations, advances, requests, or invitations;

xi. Physical or sexual assault;

xii. Contributing to a poisoned sport environment, which can include:

- a. Locations where material that is discriminatory is displayed (e.g., sexually explicit posters and racial/racist cartoons)
- b. Groups where harassing behaviour is part of the normal course of activities
- c. Behaviour that causes embarrassment, awkwardness, endangers a person's safety or negatively affects performance,

Continued

xiii. 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

xiv. Retaliation or threats of retaliation against a person who *Reports Harassment* to the *Organization*.

Hearing Panel

A panel of one or more individuals chosen by the *Case Manager* to review and decide on a *Complaint* or *Appeal*.

Independent Third Party (ITP)

An individual, corporation, organization, or entity – including any individuals engaged to perform specific roles on its behalf – appointed by Sport Manitoba to operate independently of all affiliated or associated organizations. The *Independent Third Party* is responsible for receiving, reviewing, and investigating *Complaints of Maltreatment*. The *Independent Third Party* determines whether *Maltreatment* has occurred and, where appropriate, impose sanctions or facilitate alternative resolutions. The process is designed to ensure a fair, neutral, and unbiased *Complaint* management process.

Investigation

An inquiry conducted by an investigator appointed by the *Case Manager*, to clarify details or address gaps relevant to the *Complaint*.

Jurisdiction

The area or scope within which an entity has authority (power or control).

Maltreatment – defined as:

- i. Physical, sexual or psychological abuse;
- ii. Grooming for the purpose of sexual abuse;
- iii. Neglect;
- iv. Unreasonable discrimination on the basis of a characteristic set out in subsection 9(2) of the *The Human Rights Code*;
- v. Additional *Prohibited Behaviours* as defined by the *UCCMS*

Marginalized Communities

Groups of people who experience exclusion or discrimination based on characteristics such as ethnicity, gender, sexual orientation, socioeconomic status, disability, or race.

Mediator

A professional who works with opposing sides of a conflict in order to bring about an agreement.

Member Club

A club, team, league, association, or other sport-related entity that has met the criteria for membership and is officially recognized by a Provincial Sport Organization (PSO) as being part of its organizational structure. By becoming a member of the PSO, *Member Clubs* are required to abide by the PSO's rules, policies, and standards, and in return, gain access to benefits such as *Athlete* development programs, coaching resources, insurance coverage, competition opportunities, and governance representation.

NCCP

National *Coach* Certification Program.

Official

Any referee, umpire, judge or other individual who enforces the rules of sport, typically during a competition or evaluation.

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Organization

An association or organization recognized by Sport Manitoba that organizes or oversees the operation of a sport in Manitoba and/or which directly, or indirectly receives government funding, including its affiliated *Member Clubs* that operate under its authority or governance.

Participants

Refers to all categories of individual members and/or registrants defined in the Bylaws of the *Organization* who are subject to the policies of the *Organization*, as well as all people employed by, contracted by, or engaged in activities with the *Organization* including, but not limited to, employees, contractors, *Athletes*, *Coaches*, instructors, trainers, judges, referees, *Officials*, volunteers, managers, administrators, committee members, parents or guardians, spectators and directors and officers. NOTE: *Sport Manitoba and the ITP are not considered a Participant*.

Parties

Refers to the *Complainant*, the *Respondent*, and their appointed representatives.

Power Imbalance

As defined in the *UCCMS*, as it may be amended from time to time.

Presumptive Sanction

A standard or default punishment that is typically applied for a certain offense or violation, unless there are special circumstances that justify a different outcome.

Procedural Fairness

To make decisions in a procedurally fair and transparent manner. Decision makers are impartial and unbiased. *Respondents* have access to the information being considered, are given the opportunity to be heard, and are given reasons for the decision or outcomes.

Prohibited Behaviour

As defined in the *UCCMS*, as it may be amended from time to time.

Prohibited Method

As defined in the Canadian Anti-Doping Program, as it may be amended from time to time by the *Sport Integrity Canada*.

Prohibited Substance

As defined in the Canadian Anti-Doping Program, as it may be amended from time to time by the *Sport Integrity Canada*.

Provisional Measures

Temporary actions imposed to protect the interests, safety, or integrity of individuals or the *Organization* while a *Complaint*, *Investigation*, or disciplinary process is ongoing. These measures are not a determination of wrongdoing and remain in effect only until a final decision is made.

Reporting (or Report)

A spoken or written account of something that one has observed, heard, done, or investigated.

Respondent

The *Participant* or *Organization* against which the *Complaint* is being made.

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Rule of Two

A practice to ensure all interactions and communications are in open, observable, and justifiable settings.

Sport Integrity Canada (SIC)

The body mandated to independently administer and enforce the *UCCMS* (via the *Canadian Safe Sport Program [CSSP]*) and the Canadian Anti-Doping Program.

UCCMS

The Universal Code of Conduct to Prevent and Address *Maltreatment* in Sport, as amended from time to time. A document that defines behaviours, including *Maltreatment*, that are unacceptable in sport and fundamentally incompatible with the core values that lie at the heart of our sport system.

Vulnerable Participants (Persons)

As defined in the *UCCMS*, as it may be amended from time to time.

Vulnerable Sector Check

A police information check specifically designed to identify individuals who may pose a risk to vulnerable persons, such as children or individuals with disabilities. It includes a standard *Criminal Record Check* but also involves a search for pardoned sexual offences, requiring fingerprinting in some cases to confirm or eliminate identity.

Young Athlete

As defined by The Protecting Youth in Sports Act, an individual who is 21 years of age or under who participates in sport.

4. Policies

a) Code of Conduct and Ethics Policy

- Approved and date: December 4, 2025
- Effective date: April 1, 2026
- Scheduled review date: December 2028

Purpose

1. The purpose of this policy is to ensure a safe and positive environment within the *Organization's* programs, activities, and *Events* by outlining the *Organization's* expectations that all *Participants* will refrain from any behaviour that constitutes *Maltreatment* and comply with the additional expectations set out in this policy at all times.

Application of this Policy

2. This policy applies to any *Participant's* behaviour during the business, programs, activities, and *Events* of the *Organization* including, but not limited to competitions, practices, evaluations, tryouts, treatment or consultations (e.g., massage therapy), training camps, travel associated with organizational activities, the office environment, and any meetings or social *Events*.
3. This policy applies to *Participants'* behaviour outside of the business, programs, activities, and *Events* of the *Organization* when such conduct adversely affects the *Organization's* relationships (and the work and sport environment) and/or is detrimental to the image and reputation of the *Organization*. Such applicability will be determined by the *Organization* or *Independent Third Party (ITP)*, at its sole discretion.
4. This policy applies to *Participants* active in the sport or who have retired from the sport where any claim regarding a potential breach of this policy occurred when the *Participant* was active in the sport.
5. This policy applies to breaches that occurred when the *Participants* involved in the breach interacted due to their mutual involvement in the sport or, if the breach occurred outside of the sport environment, if the breach has a serious and detrimental impact on the *Participant(s)*.

Maltreatment

6. All *Participants* must refrain from any behaviour that constitutes *Maltreatment*.

Code of Conduct and Ethics Policy Continued

7. *Participants* are responsible for knowing what actions or behaviours constitute *Maltreatment*.
8. *Maltreatment* includes, but is not limited to:
- a. Psychological *Maltreatment*
 - b. Physical *Maltreatment*
 - c. Neglect
 - d. Sexual *Maltreatment*
 - e. Grooming
 - f. Boundary Transgressions
 - g. Discrimination
 - h. Subjecting a *Participant* to the Risk of *Maltreatment*
 - i. Aiding and Abetting
 - j. Failure to *Report*
 - k. Intentionally *Reporting* a False Allegation
 - l. Interference with or Manipulation of Process
 - m. Retaliation

Duty to Report

9. In Manitoba, it is the legal responsibility and duty of anyone who reasonably believes that a child is, or might be, in need of protection or suffering from child abuse, to *Report* the information to a Child & Family Services (CFS) agency or, if deemed appropriate, to a parent or guardian.

Violations of *Maltreatment*

10. It is a violation of this policy for a *Participant* to engage in any behaviour that constitutes *Maltreatment* as outlined in this policy.
11. Any *Participant* who violates this policy by engaging in *Maltreatment* may be subject to the applicable procedures and sanctions pursuant to the *Organization's Discipline and Complaints Policy*.

Additional Expected Behaviours

12. In addition to refraining from behaviour that constitutes *Maltreatment*, this policy sets out additional expected standards of behaviour and conduct for all *Participants*. Any failure to respect these expected standards of behaviour by a *Participant* may constitute a breach of this policy and be subject to the *Organization's Discipline and Complaint Policy*. *Participants* are expected to:
- a. Maintain and enhance the dignity and self-esteem of other *Participants* by:
 - i. Treating each other with the highest standards of fairness, honesty, respect, and integrity;
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of *Athletes, Coaches, Officials, organizers, volunteers, employees, or other Participants*;
 - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;

Code of Conduct and Ethics Policy Continued

- iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory; and
- v. Ensuring adherence to the rules of the sport and the spirit of those rules.
- b. Abstain from the non-medical use of medications or drugs or the use of *Prohibited Substances* or *Prohibited Methods* as listed on the version of the World Anti-Doping Agency's Prohibited List currently in force. More specifically, the *Organization* adopts and adheres to the Canadian Anti-Doping Program. The *Organization* will respect any sanction imposed on a *Participant* as a result of a breach of the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules
- c. Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision, who has been found to have committed an anti-doping rule violation and is serving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules
- d. Reasonably cooperate with the *Sport Integrity Canada* 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 tobacco products, cannabis, or recreational drugs while participating in the programs, activities, competitions, or *Events* of the *Organization*
- h. In the case of minors, not consume alcohol, tobacco, or cannabis at any competition or *Event*
- i. In the case of adults, not consume cannabis in the workplace or in any situation associated with the *Events* of the *Organization* (subject to any requirements for accommodation), not consume alcohol during training, competitions, or in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations
- j. When driving a vehicle:
 - i. Have a valid driver's license;
 - ii. Not be under the influence of alcohol, drugs, or substances;
 - iii. Have valid car insurance;
 - iv. Refrain from holding a mobile device; and
 - v. Abide by all laws and requirements under the Manitoba Drivers and Vehicles Act and the Manitoba Highway Traffic Act.
- k. Respect the property of others and not wilfully cause damage
- l. Promote sport in the most constructive and positive manner possible

Code of Conduct and Ethics Policy Continued

- m. Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a para-classification; or competition and/or not offer or receive any benefit which is intended to manipulate the outcome of a competition. A benefit includes the direct or indirect receipt of money or anything else of value, including but not limited to bribes, gains, gifts, preferential treatment, and other advantages
- n. Adhere to all federal, provincial/territorial, municipal and host country laws
- o. Comply, at all times, with the bylaws, policies, procedures, and rules and regulations of the *Organization*, as applicable and as adopted and amended from time to time
- p. *Report* any ongoing criminal or anti-doping *Investigation*, conviction, or existing bail conditions involving a *Participant* to the *Organization*, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal or *Prohibited Substance* or *Prohibited Method*
- q. Comply with the applicable *Screening Policy*

Directors, Committee Members, and Staff

13. In addition to the “Additional Expected Behaviours” (above), directors, committee members, and staff of the *Organization* will have additional responsibilities to:

- a. Function primarily as a Director or Committee Member or staff member of the *Organization* (as applicable) and not as a member of any other organization or constituency, and refrain from engaging in any activity or behaviour that could constitute a *Conflict of Interest*
- b. Ensure their loyalty prioritizes the interests of the *Organization*
- c. Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities
- d. Conduct themselves openly, professionally, lawfully and in good faith
- e. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism
- f. Behave with decorum appropriate to both circumstance and position
- g. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws
- h. Maintain confidentiality of private organizational information
- i. Respect the decisions of the majority and resign if unable to do so
- j. Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings
- k. Have a thorough knowledge and understanding of all governance documents

Code of Conduct and Ethics Policy Continued

Athlete Support Personnel

14. In addition to the “Additional Expected Behaviours” (above), *Athlete Support Personnel* have many additional responsibilities. The relationship between *Athletes* and *Athlete Support Personnel* is a privileged one and plays a critical role in the personal, sport, and athletic development of the *Athlete*. *Athlete Support Personnel* must understand and respect the inherent *Power Imbalance* that exists in this relationship and must be extremely careful not to abuse it, either consciously or unconsciously. *Athlete Support Personnel* will:

- a. Avoid any behaviour that abuses the *Power Imbalance* inherent in the *Athlete Support Personnel* position to (i) establish or maintain a sexual or intimate relationship with an *Athlete* of any age, or (ii) encourage inappropriate physical or emotional intimacy with an *Athlete*, regardless of the *Athlete's* age
- b. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the *Athletes*
- c. 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*
- d. Avoid compromising the present and future health of *Athletes* by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of *Athletes' medical and psychological treatments*
- e. Support the *Athlete Support Personnel* of a training camp, provincial/territorial team, or national team, should an *Athlete* qualify for participation with one of these programs
- f. Comply with all established responsibilities and obligations set out by the *Athlete Support Personnel's* professional governing association or order, if any
- g. Accept and promote *Athletes' personal goals* and refer *Athletes* to other *Coaches* and sport specialists as appropriate
- h. Provide *Athletes* (and the parents/guardians of minor *Athletes*) with the information necessary to be involved in the decisions that affect the *Athlete*
- i. Act in the best interest of the *Athlete's* development as a whole person
- j. Report any ongoing criminal or anti-doping investigation, conviction, or existing bail conditions to the *Organization* (as applicable), including those for violence, child pornography, or possession, use, or sale of any illegal or *Prohibited Substance* or method
- k. 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
- l. Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or *Prohibited Substances* or *Prohibited Methods* and, in the case of minors, alcohol, cannabis, and/or tobacco
- m. Respect *Athletes* competing for other *Jurisdictions* 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*
- n. Disclose to the *Organization* any sexual or intimate relationship with an *Athlete* over the age of majority and immediately discontinue any coaching involvement with that *Athlete*

Code of Conduct and Ethics Policy Continued

- o. Recognize the power inherent in the *Athlete Support Personnel* position 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. *Athlete Support Personnel* 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
- p. Dress professionally and use appropriate language

Athletes

15. In addition to the “Additional Expected Behaviours” (above), *Athletes* will have additional responsibilities to:

- a. Adhere to their *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, and evaluations
- 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. Adhere to any rules and requirements regarding clothing and equipment
- f. Dress to represent the sport and themselves with professionalism
- g. Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by *Coaches* or managers

Officials

16. In addition to the “Additional Expected Behaviours” (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* or *Participants*
- 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/territorial 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 discipline processes, *appeals*, and specific information or data about *Participants*
- j. Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform a supervisor at the earliest possible time
- k. When writing *Reports*, set out the actual facts to the best of their knowledge and recollection
- l. Dress in proper attire for officiating

Code of Conduct and Ethics Policy Continued

Parents/Guardians and Spectators

17. In addition to “Additional Expected Behaviours” (above), parents/guardians and spectators at *Events* will:
- a. Encourage *Athletes* to compete within the rules and to resolve conflicts without resorting to hostility or violence
 - b. Condemn the use of violence in any form
 - c. Never ridicule a *Participant* for making a mistake during a competition or practice
 - d. Respect the decisions and judgments of *Officials*, and encourage *Athletes* to do the same
 - e. Support all efforts to stop and prevent verbal and physical abuse, coercion, intimidation, and sarcasm
 - f. Respect and show appreciation to all competitors, and to *Coaches*, *Officials* and other volunteers
 - g. Never harass competitors, *Coaches*, *Officials*, parents/guardians, or other spectators

Retaliation, Retribution or Reprisal

18. It is a breach of the policy for any *Participant* to engage in any act that threatens or seeks to intimidate another *Participant* with the intent of discouraging that *Participant* from filing, in good faith, a *Report* pursuant to any *Organization* policy. It is also a breach of this policy for *Participants* to remove opportunities, privileges, or any other benefit from a *Participant* who has filed a *Report* against them or to file a *Report* for the purpose of retaliation, retribution, or reprisal against any other *Participant*. Any *Participant* found to be in breach of this section shall be liable for the costs related to the disciplinary process required to establish such a breach.

Privacy

19. The collection, use, and disclosure of any personal information pursuant to this policy is subject to the *Organization's* usual policies and practices regarding private and/or confidential information.

Policies

b) Discipline and *Complaints* Policy

- Approved and date: March 2, 2026
- Effective date: April 1, 2026
- Scheduled review date: December 2028

Purpose

1. The purpose of the Discipline and *Complaints* Policy (the “Policy”) is to set out the process by which *Complaints* or *Reports* of violations of the *Organization’s* Code of Conduct and Ethics Policy (the “Code”) will be dealt with.
2. *Participants* are expected to fulfill certain responsibilities and obligations including, but not limited to, complying with the *Organization’s* Code, all other policies, bylaws, rules and regulations. Non-compliance may result in sanctions pursuant to this policy.

Application of this Policy

3. This policy applies to all *Participants* relating to matters that may arise during the course of the *Organization’s* business, programs, activities and *Events*, but not limited to, competitions, practices, evaluations, tryouts, treatment or consultations (e.g. massage therapy), training camps, travel associated with organizational activities, the office environment, and any meetings or social *Events*, including *Member Club* activities.
4. This policy applies to *Participants’* behaviour outside of the business, programs, activities, and *Events* of the *Organization* when such conduct adversely affects the *Organization’s* relationships (and the work and sport environment) and/or is detrimental to the image and reputation of the *Organization*. Such applicability will be determined by the *Organization* or *Independent Third Party* (ITP), at its sole discretion.
5. This policy applies to alleged breaches of the Code by *Participants* who have retired from the sport where any claim regarding a potential breach of the Code occurred when the *Participant* was active in the sport. In addition, this policy will apply to breaches of the Code that occurred when the *Participants* involved interacted due to their mutual involvement in the sport, or, if the breach occurred outside of the sport environment, if the breach has a serious and detrimental impact on the *Participant(s)*.

Discipline and *Complaints* Policy Continued

6. This policy does not prevent immediate discipline or sanction from being applied as reasonably required. 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.
7. In addition to being subject to disciplinary action pursuant to the Policy, an employee of the *Organization* who is a *Respondent* to a *Complaint* may also be subject to consequences in accordance with the employee's Employment Agreement or policies for human resources, if applicable.
8. The *Organization* may at its discretion, assume Jurisdiction of a *Complaint* that was submitted to a *Member Club*. In such cases, the *Organization's Case Manager* will determine whether the *Complaint* process should be re-started or resumed pursuant to the applicable section of this policy.

Reporting a Complaint **Reporting Timelines**

9. A *Complaint* must be submitted in writing and must be filed within fourteen (14) *Days* of the alleged incident(s).
10. A *Complainant* wishing to file a *Complaint* outside of fourteen (14) *Days* must provide a written statement giving reasons for an exemption to this limitation.
11. The decision to accept or deny the *Complaint* outside of the fourteen (14) *Days* will be considered by the *Case Manager*. This decision may not be appealed.

Reporting Pathways

12. Reporting to the Organization: *Participants* are to *Report* breaches of "additional expected behaviours" defined in the Code to the *Organization*. *Participants* must also submit any other *Complaint* to the *Organization* regarding breaches of an *Organization's* internal policies, bylaws, rules, and regulations.

Discipline and *Complaints* Policy Continued

13. Reporting to the ITP: *Participants* must *Report* any allegations of *Maltreatment*, directly to the ITP.
- If Sport Manitoba, an *Organization*, or one of its *Athlete Support Personnel* receives a *Complaint* with claims of *Maltreatment*, the *Complaint* will be immediately redirected to the ITP
 - Once the *Complaint* is submitted to the ITP, Sport Manitoba/the *Organization* will have no further involvement in the management of the *Complaint*, unless the *Complaint* is referred back to an *Organization* by the ITP
 - The *Organization* must ensure that information on how to submit a *Complaint* directly to the ITP is available to all *Participants*
 - The ITP is responsible for receiving, reviewing, and investigating *Complaints of Maltreatment*. The ITP determines whether *Maltreatment* has occurred and, where appropriate, impose sanctions or facilitate alternative resolutions
14. Reporting to the Sport Integrity Canada (SIC): Any incident that involves alleged *breaches of the UCCMS*, involving a *Canadian Safe Sport Program (CSSP)* participant *must be Reported* to the SIC and will be addressed pursuant to the CSSP rules.
- If such *Complaints* are made to the ITP or the *Organization*, the *Case Manager* will refer the matter to the SIC and notify the *Complainant* of such action.
 - All *Organizations* are expected to cooperate fully and in good faith with any complaint process conducted under the CSSP. Such cooperation includes providing information as requested and refraining from any action that may compromise the process.

Reporting Complainants

15. Any *Participant* may submit a *Complaint*.
16. Resignation or lapsing of membership after a *Complaint* is filed does not preclude disciplinary proceedings being pursued under this policy.
17. At the *Organization's* discretion, the *Organization* may act as the *Complainant* and initiate the *Complaint* process under the terms of this policy. In such cases, the *Organization* will identify an individual to represent the *Organization*.
18. Anonymous *Complaints* may be accepted at the sole discretion of the *Case Manager*. However, anonymous *Complaints* are strongly discouraged as non-criminal offences are generally impossible to address without the involvement of the *Complainant* or witness.
- The confidentiality of the *Complainant's* identity may not be guaranteed
 - A *Complainant's* identity may need to be disclosed if required to ensure *Procedural Fairness*, or if legally mandated

Duty to Report

19. In Manitoba, it is the legal responsibility and duty of anyone who reasonably believes that a child is, or might be, in need of protection or suffering from child abuse, to *Report* the information to a Child & Family Services (CFS) agency or, if deemed appropriate, to a parent or guardian.

Discipline and *Complaints* Policy Continued

Complaints Involving Minors

20. *Complaints* may be brought by or against a *Participant* who is a minor. Minors must have a parent/guardian or other adult serve as their representative during this process. Where appropriate, the minor's preference regarding their representative should be considered.
21. Communication from the *Case Manager*, *Investigator*, *Mediator*, or *Hearing Panel* must be directed to the minor's representative.
22. If the minor's representative is not their parent/guardian, the representative must have written permission to act in such a capacity from the minor's parent/guardian, unless the parent/guardian is implicated in the *Complaint*.
23. A minor is not required to attend or participate in a hearing, if held, or participate in an *Investigation*, if conducted. In such circumstances, no adverse inference can be drawn against the minor.

Case Manager

24. Upon the submission of a *Complaint*, an impartial and unbiased *Case Manager* will be appointed to oversee the management and administration of the *Complaint* in accordance with the policy. Such an appointment is not appealable.
25. The *Case Manager* has a responsibility to:
 - a. Notify the *Complainant* that their *Complaint* has been received within 5 Days of receipt;
 - b. Determine whether the *Complaint* is within the scope of the policy and the *Jurisdiction* of the entity to which it was reported, and notify the *Complainant* of the determination;
 - c. Propose the use of the *Organization's Alternate Dispute Resolution Policy*, if appropriate;
 - d. Determine if the alleged incident must be investigated and if so, appoint an *Investigator*;
 - e. Assess if the *Complaint* is frivolous, vexatious, trivial, or if it has been made in bad faith;
 - f. Determine whether to combine *Complaints* into a single disciplinary process, if there are multiple individuals submitting *Complaints* against the same *Respondent* for allegations of a similar nature or occurrence in time;
 - g. Appoint the *Hearing Panel*, if and when necessary;
 - h. Coordinate all administrative aspects and set timelines;
 - i. Provide administrative assistance and logistical support to the *Hearing Panel*, as required;
 - j. Provide any other service or support that may be necessary to ensure a fair and timely proceeding.

Discipline and *Complaints* Policy Continued

26. If the *Case Manager* deems the *Complaint* to be frivolous, outside the scope of the policy, or outside the entities *Jurisdiction*, the *Complaint* will be dismissed immediately. The *Complainant* will be provided with written notice as such, including the *Case Manager's* reasoning for the dismissal.
- a. When a *Complaint* is outside the *Jurisdiction* of the entity, the *Case Manager* will refer it to the appropriate *Jurisdiction*
27. If a *Complaint* is not frivolous, has been pursued within the required timeframes, is within the scope of the policy and *Jurisdiction* of the policy, the *Complaint* will be accepted. The decision to accept the *Complaint* will be communicated to the *Complainant(s)* and *Respondent(s)*.
28. A *Case Manager's* decision to accept or dismiss the *Complaint* may not be appealed.
29. The *Case Manager* will establish and adhere to timelines that ensure *Procedural Fairness* and that the matter is heard in a timely fashion.
30. After a *Complaint* is accepted, the *Case Manager* may propose the use of *Alternate Dispute Resolution (ADR)* when appropriate (see section titled *Alternate Dispute Resolution*).

Field of Play Matters

31. Where a *Complaint* relates to conduct occurring during competition, including conduct that may constitute *Maltreatment*, and/or may concern a decision, ruling, action, or incident arising on the *Field of Play*, the *Independent Third Party (ITP)* retains the discretion to determine whether the *Complaint* is more appropriately addressed through the applicable *Organization's Field of Play* discipline, protest, or appeal mechanism.
- a. In exercising this discretion, the *ITP* may determine that, despite the characterization of the *Complaint* as *Maltreatment*, the substance of the *Complaint* is properly dealt with under the sport rules and competition framework of the *Organization*.
 - b. Where the *ITP* makes such a determination, the *ITP* may decline *Jurisdiction* under this Policy and direct the *Complainant* to the appropriate *Field of Play* process. This determination is final and may not be appealed.
 - c. For greater certainty, discretionary decisions made by *Officials* in the application of sport rules during competition are not subject to review under this Policy, unless the *Complaint* alleges misconduct beyond the exercise of sport-specific discretion, including bad faith, bias, abuse of authority, or a breach of another applicable policy.

Discipline and *Complaints* Policy Continued

Alternate Dispute Resolution

32. Sport Manitoba and the *Organization* supports the principles of *ADR* and is committed to the techniques of negotiation, facilitation, and mediation as effective ways to resolve *Disputes*. *ADR* also avoids the uncertainty, costs, and other negative effects associated with lengthy *Investigation*, hearings, and *Appeals*. Negotiated settlements are most often preferable to arbitrated outcomes.
33. If *Parties* unanimously agree to using *ADR*, the process set out in the *Alternate Dispute Resolution Policy* shall be followed from this point. If it is declined by one or more *Parties*, or the *Parties* are unable to resolve the *Dispute*, in the established timeframe, the *Case Manager* will appoint a *Hearing Panel* and the matter will proceed to the hearing process.
34. When a *Complaint* involving *Maltreatment* of a *Young Athlete* by a *Coach* or *Athlete Support Personnel* (including minors playing these roles) is resolved through *ADR*, this will be communicated to all *Organizations* through written notice from Sport Manitoba (see point 61).
- a. All sanctions must be upheld by all *Organizations* in which the *Respondent* is currently involved or becomes involved.

Investigation

35. In exceptional circumstances where it is impossible to reasonably proceed without the benefit of an *Investigation*, the *Case Manager* may order an *Investigation* by an independent, skilled investigator, before appointing a *Hearing Panel*.
36. The *Case Manager* and investigator shall follow the *Investigation* procedures outlined in Appendix A.

Discipline and *Complaints* Policy Continued

Provisional Measures

37. The President/Chair, or designated alternate, of an *Organization's* Board of Directors may determine that an alleged incident is of such severity that it warrants imposing a provisional suspension or other interim measures for the *Respondent*, pending the completion of an *Investigation*, criminal process, *ADR*, a hearing, or a decision of the *Hearing Panel*.
38. *Provisional Measures* may be imposed in a reasonable and proportionate manner, without limitation, taking into account the following factors:
- The safety or well-being of any *Participant* and the Manitoba sport community;
 - The seriousness of the allegations and the facts and circumstances of the case;
 - Potential risks and prejudice from action and inaction;
 - The best interest of sport and those who participate in it;
 - The impact of the measures on the *Respondent*; and
 - The integrity of the process.
39. The *Case Manager*, upon receipt of a *Complaint*, may make recommendations to an *Organization* regarding an immediate provisional suspension or interim measure, if no such restrictions have yet been imposed by the *Organization*.
40. Any *Respondent* against whom a *Provisional Measure* is imposed may make a request to the *Case Manager* to have the *Provisional Measures* lifted. In such circumstances, the *Organization* shall be provided with an opportunity to make submissions, orally or in writing, regarding the *Respondent's* request to have the measures lifted. *Provisional Measures* shall only be lifted in circumstances where the *Respondent* establishes that it would be manifestly unfair to maintain the measures against them.

Discipline and *Complaints* Policy Continued

Hearing Process

41. The *Case Manager* will appoint a *Hearing Panel*, which will consist of a single adjudicator, to hear the *Complaint*. In extraordinary circumstances, and at the discretion of the *Case Manager*, a *Hearing Panel* of three (3) members may be appointed to hear the *Complaint*. In this event, the *Case Manager* will appoint one for the *Hearing Panel* members to serve as chair.
42. The *Case Manager*, in cooperation with the *Hearing Panel*, will decide the format of the hearing, which may involve:
- direct communication with the *Parties*;
 - an oral in-person hearing;
 - an oral hearing by telephone or another format;
 - a hearing based on a review of documentary evidence submitted in advance of the hearing;
 - or a combination of these methods.
43. The hearing will be governed by the procedures that the *Case Manager* and the *Hearing 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 or an oral hearing by telephone or other communication medium
 - All *Parties* are given the opportunity to present evidence (including, but not limited to witness statements, documentary evidence, or evidence from other media [i.e., photos, screenshots, videos or other recordings]) in a manner which complies with the fundamental principles of *Procedural Fairness*, and is sensitive to the needs of minors, survivors of trauma, and other *Vulnerable Participants*/individuals. Copies of any documents which the *Parties* wish to have the *Hearing Panel* consider will be provided to all *Parties*, through the *Case Manager*, in advance of the hearing
 - The *Parties* may engage a representative, advisor, or legal counsel at their own expense
 - The *Hearing Panel* may request that any other individuals participate and give evidence at the hearing, including the *Organization*, provided such participation is reasonably required to effectively conduct the proceedings and is not prejudicial to the interest of the *Parties*
 - The *Hearing Panel* may allow as evidence at the hearing any oral evidence and document or anything relevant to the subject matter of the *Complaint*, but may exclude such evidence that is unduly repetitious, and will place such weight on the evidence as it deems appropriate
 - The decision will be by a majority vote of the *Hearing Panel*, if there are three persons on the panel

Discipline and *Complaints* Policy Continued

44. If the *Respondent* acknowledges the facts of the incident, the *Respondent* may waive the hearing, in which case the *Hearing Panel* will determine the appropriate sanction. The *Hearing Panel* may still hold a hearing for the purpose of determining an appropriate sanction. In such circumstances, victim impact statements may be considered by the *Hearing Panel*.
45. The hearing will proceed in any event, even if a party chooses not to participate in the hearing.
46. In fulfilling its duties, the *Hearing Panel* may obtain independent advice.

Decisions

47. After hearing the matter, the *Hearing Panel* will determine, on a balance of probabilities, whether an infraction has occurred and, if so, the sanctions to be imposed. If the *Hearing Panel* considers that no infraction has occurred, the *Complaint* will be dismissed.
48. Within fourteen (14) *Days* of the hearing's conclusion, the *Hearing Panel's* written *Decision Report*, with detailed reasons, will be distributed to the *Complainant* and the *Respondent*.
- In complex cases or where other circumstances warrant, the *Case Manager* may extend the timeline for completion of the *Decision Report*
 - The *Hearing Panel* may first issue a verbal or summary decision soon after the conclusion of the hearing, with the full written decision to be issued before the end of the fourteen (14) *Day* period
49. The *Hearing Panel's Decision Report* must provide notice of the decision rendered and reason for the decision. At the discretion of the *Case Manager*, the *Report* may also include additional information such as:
- Overview of the submitted *Complaint* and relevant background information, such as pertinent facts and evidence, and the specific provisions of the Code that have been breached, etc.;
 - Overview of the decision including, where applicable, any sanctions imposed and any conditions for reinstatement that the *Respondent* must satisfy, etc.
50. For any *Complaints* alleging *Maltreatment*, the *ITP* must provide the applicable *Organization* and Sport Manitoba with a decision summary that will include the following information:
- The name of the *Respondent* (subject of the *Complaint*)
 - A brief overview of the submitted *Complaint* that describes the nature of the *Complaint*
 - The *Hearing Panel's* findings on the *Complaint* including, whether or not *Maltreatment* occurred and, where applicable, the sanctions or other methods of resolution that have been imposed, including the end date of any sanctions
 - The date of the *Hearing Panel's* decision

Discipline and *Complaints* Policy Continued

51. *The Hearing Panel's* decision will come into effect as of the date on which it is rendered, unless decided otherwise by the *Hearing Panel*.
52. *Decision Reports* or decision summaries, in the case of *Maltreatment Complaints*, shall be provided to and maintained in the records of the *Organization*.
53. If necessary, a party - or the entity that is responsible for implementing or monitoring a sanction - may seek clarifications from the *Hearing Panel* regarding any sanction so that it can be implemented or monitored appropriately.
54. Entities, including but not limited to, National sport organizations, Provincial sport organizations, sport clubs, etc., may be advised of any decisions rendered in accordance with this policy.

Sanctions

55. Prior to determining sanctions, the *Hearing Panel* will consider factors relevant to determining appropriate sanctions which include:
- The nature and duration of the *Respondent's* relationship with the *Complainant*, including whether there is a *Power Imbalance*;
 - The *Respondent's* prior history and any pattern of misconduct, or *Maltreatment*;
 - The ages of the individuals involved;
 - Whether the *Respondent* poses an ongoing and/or potential threat to the safety of others;
 - The *Respondent's* voluntary admission of the offense(s), acceptance of the responsibility for the *Maltreatment*, and/or cooperation in the disciplinary process;
 - Real or perceived impact of the incident on the *Complainant*, sport organization or the sporting community;
 - Circumstances specific to the *Respondent* being sanctioned (e.g. lack of appropriate knowledge or training regarding the requirements in the Code; addiction; disability; illness;)
 - Whether, given the facts and circumstances that have been established, continued participation in the sport community is appropriate;
 - A *Respondent* who is in a position of trust, intimate contact or high-impact decision-making may face more serious sanctions' and/or
 - Other mitigating and aggravating circumstances.
56. Any sanction imposed must be proportionate and reasonable. However, progressive discipline is not required and a single incident may justify elevated or combined sanctions.

Discipline and *Complaints* Policy Continued

57. The *Hearing Panel* may apply the following disciplinary sanctions, singularly or in combination:
- Verbal or written warning
 - Education
 - Probation
 - Suspension
 - Eligibility restrictions
 - Permanent ineligibility
 - Other discretionary sanctions – e.g., other loss of privileges, no contact directives, fine or monetary payment to compensate for direct losses, etc.
58. The *Hearing Panel* may apply the following *Presumptive Sanctions* which are presumed to be fair and appropriate for the listed *Maltreatment*:
- Sexual Maltreatment* involving a *Young Athlete* or *Complainant* who is a minor at the time of the incidents *Complaints* of shall carry a *Presumptive Sanction* of permanent ineligibility
 - Sexual Maltreatment*, *Physical Maltreatment* with contact, and *Maltreatment* related interference or manipulation of process shall carry a *Presumptive Sanction* of either a period of suspension or eligibility restrictions
 - While a *Respondent* has pending charges or allegations of a crime against a person, if justified by the seriousness of the offense, the *Presumptive Sanction* shall be a period of suspension until a final determination is made by the applicable process
59. Organizations must promptly implement any sanctions or other decisions applied by the *Hearing Panel*.
60. When a *Respondent* is involved in more than one sport or *Organization*, sanctions and decisions issued by the *ITP* as a result of a violation of *Maltreatment* must be upheld by all *Organizations* in which the *Respondent* is involved or becomes involved.
61. If the *Complaint* involves a finding of *Maltreatment* against a *Young Athlete* by a *Coach* or *Athlete Support Personnel* (including minors playing these roles), whether the *Complaint* was resolved through a *Hearing Panel* or *ADR*, Sport Manitoba will provide written notice to all *Organizations* that includes the following:
- The name of the *Coach* or *Athlete Support Personnel* involved
 - The sport in which the violation occurred
 - The sanctions or other decisions imposed, including the end date of any suspension
 - The date of the decision

Discipline and *Complaints* Policy Continued

62. When an NSO informs an *Organization* of a CSSP-rendered decision, determining that maltreatment has occurred, the *Organization* must recognize and enforce the disciplinary sanctions imposed.
- a. When the *Organization* receives a CSSP disciplinary decision from the NSO, the *Organization* may, in accordance with its policies, decide whether to take additional action against the individual(s) identified in that decision.

Criminal Convictions

63. A *Participant's* conviction for a Criminal Code offense, will be deemed an infraction under this policy and will result in expulsion from the *Organization*. Criminal Code offences may include, but are not limited to:
- a. Any child pornography offences
 - b. Any sexual offences
 - c. Any offence of physical violence
 - d. Any offence of assault
 - e. Any offence involving trafficking of illegal drugs
64. A *Participant's* conviction for a Criminal Code offense in the following categories shall carry a *Presumptive Sanction* of permanent ineligibility from participating with the *Organization*:
- a. Violent Crimes – Examples: Murder, Manslaughter, Aggravated Assault, Robbery, Kidnapping, Assault with a Weapon
 - b. Sexual Offenses – Examples: Sexual Assault, Sexual Interference, Sexual Exploitation, Sexual Assault with a Weapon, Sexual Assault causing Bodily Harm, Child Pornography

Other Considerations

65. The *Complaints* process is confidential and involves only the *Parties*, the *Case Manager*, the *Hearing Panel*, witnesses, and any person or *Organization* involved in advising or providing information to the *Case Manager* or *Hearing Panel*. Once initiated and until a decision is released, none of the *Parties* will disclose confidential information relating to the *Complaint* to any person not involved in the *Complaints* process.
66. Facts accepted by a criminal court, by a civil court or by a professional disciplinary tribunal of competent *Jurisdiction* shall be admissible as evidence within the applicable *Complaint*, as allowable by applicable law.

Appeal Information

67. The decision of the *Hearing Panel* may be appealed in accordance with the *Appeal Policy*.

Discipline and *Complaints* Policy Continued

Confidentiality

68. Any person who becomes aware of information about a *Complaint* made under this Policy must keep the information confidential and must not disclose it to any other person or entity unless:
- The information is available to the public or is authorized or required to be disclosed under The Protecting Youth in Sports Act;
 - The disclosure is necessary to administer or enforce The Protecting Youth in Sports Act;
 - The disclosure is necessary to comply with an order made by a court or other person or body with *Jurisdiction* to compel production of the information; or
 - The person the information is about consents to the disclosure.

Appendix A – *Investigation* Procedures

Determination

- When a *Complaint* is submitted pursuant to the *Discipline and Complaints Policy*, the *Case Manager* will determine if the incident requires an *Investigation* in order to determine acceptability or if further information is needed before proceeding.

Investigation

- If the *Case Manager* determines that an *Investigation* is necessary, they will appoint an investigator. The investigator must be a neutral party skilled in investigating. The investigator must not be in a *Conflict of Interest* situation and should have no connection to either party.
- Federal and/or Provincial/Territorial legislation related to workplace Harassment may apply to the *Investigation*, if *Harassment* was directed toward a worker in a workplace. The investigator should review workplace safety legislation, the *Organization's* policies for human resources, and/or consult independent experts to determine whether legislation applies to the *Complaint*.
- The *Case Manager* and Investigator will collaborate to define the scope and parameters of each *Investigation*. *Investigations* should focus on clarifying details or addressing gaps relevant to the *Complaint*.
- Investigations* should be completed within forty-five (45) *Days* of the appointment of the investigator. In complex cases or where other circumstances warrant, the *Case Manager* may extend the timeline for completion of the *Investigation*.

Discipline and *Complaints* Policy Continued

6. The *Investigation* may take any form as decided by the investigator, guided by any applicable Federal and/or Provincial legislation. The *Investigation* may include:
- Interviews with the *Complainant*
 - Witness interviews
 - Statement of facts (*Complainant's* perspective) prepared by the investigator, acknowledged by the *Complainant*, and provided to the *Respondent*)
 - Interviews with the *Respondent*
 - Statement of facts (*Respondent's* perspective) prepared by the investigator, acknowledged by the *Respondent*, and provided to the *Complainant*
7. The *Investigation* shall be conducted using trauma-informed best practices to ensure a fair, respectful and minimally harmful process.

Investigator's Report

8. Upon completion of their *Investigation*, the investigator shall prepare a *Report* that should include a summary of evidence from the *Parties* (including both statements of facts, if applicable) and any witnesses interviewed. The *Report* shall include a non-binding recommendation from the investigator regarding whether an allegation should be heard by a *Hearing Panel* pursuant to the Policy.
9. The investigator must be aware that sport-specific differences exist with respect to such aspects as acceptable levels of touch, physical contact, and aggression during training or competition and will consider such differences during the investigative process.
10. The investigator's *Report* will be provided to the *Case Manager* who will disclose it, at their discretion, to the *Complainant*, *Respondent*, and the *Hearing Panel* (if applicable).
11. Should the investigator find that there are possible instances of offence under the Criminal Code, particularly related to criminal *Harassment* (or stalking), uttering threats, assault, sexual interference, or sexual exploitation, the investigator shall advise the *Complainant* and the *Case Manager* before referring the matter to law enforcement or other responsible authority.
12. The investigator must also inform the *Organization* of any findings of criminal activity. The *Organization* may decide whether to *Report* such findings to police but is required to inform police if there are findings related to the trafficking of *Prohibited Substances* or *Prohibited Methods*, any sexual crime involving minors, fraud against the *Organization*, or other offences where the lack of *Reporting* would bring the *Organization* into disrepute.

Discipline and *Complaints* Policy Continued

Reprisal and Retaliation

13. A *Participant* who submits a *Complaint* or who gives evidence in an *Investigation* may not be subject to reprisal or retaliation. Any such conduct may constitute *Maltreatment* and will be subject to disciplinary proceedings pursuant to the *Discipline and Complaint Policy*.

False Allegations

14. A *Participant* who submits allegations that the investigator determines to be malicious, false, or for the purpose of retribution or vengeance (or that otherwise fall within the definition of *Maltreatment*) may be subject to a *Complaint* under the terms of the *Discipline and Complaints Policy* and may be required to pay for the costs of any *Investigation* that comes to this conclusion. The *Organization* or the *Participant* against whom the allegations were submitted, may act as the *Complainant*.

15. Any *Participant* who is liable to pay for such costs shall be automatically deemed to be not in good standing until the costs are paid in full and shall be prohibited from participating in any *Organization's Events*, activities or business, including *Member Club* activities.

Confidentiality

16. The investigator will make reasonable efforts to preserve the anonymity of the *Complainant*, *Respondent*, and any other party, when appropriate and necessary. However, the *Organization* recognizes that maintaining full anonymity during an *Investigation* may not be feasible.

Policies

c) *Alternate Dispute Resolution* Policy

- Approved and date: December 4, 2025
- Effective date: April 1, 2026
- Scheduled review date: December 2028

Purpose

1. The *Organization* 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* or *Complaints*. *ADR* also avoids the uncertainty, costs, and other negative effects associated with lengthy *Appeals* or *Complaints*, or with litigation.
2. The *Organization* encourages all *Participants* to communicate openly, collaborate, and use problem-solving and negotiation techniques to resolve their differences. The *Organization* believes that negotiated settlements are usually preferable to outcomes resolved through other *Dispute* resolution techniques. Negotiated resolutions to *Disputes* with and among *Participants* are strongly encouraged.

Application of this Policy

3. This policy applies to all *Participants*.
4. Opportunities for *ADR* may be pursued at any point in a *Dispute* or *Complaint* when all parties to the *Dispute* or *Complaint* agree that such a course of action would be mutually beneficial.

Facilitation and Mediation Process

5. ***Disputes submitted to the Organization (non-Maltreatment related)***
The *Dispute* will be referred to the *Organization* for review, with the objective of resolving the *Dispute* via *ADR*.
6. ***Complaints submitted to the Organization (non-Maltreatment related)***
Once the *Complaint* is received, as per the *Discipline and Complaint Policy*, the *Organization* will appoint a *Case Manager*, who will propose the use of *ADR* to the parties only if appropriate.

Alternate Dispute Resolution Policy Continued

7. *Complaints submitted to the Independent Third Party (ITP) (Maltreatment related)*

Once the *Complaint* is received and accepted, the *ITP* will appoint a *Case Manager*, who will propose the use of *ADR*, only if appropriate.

8. If all *Parties* to a *Dispute* or *Complaint* agree to *ADR*, a *Mediator* or facilitator, acceptable to all parties, shall be appointed to help resolve the issue(s) at hand.

9. The *Mediator* or facilitator shall decide the format under which the *Dispute* or *Complaint* shall be mediated or facilitated, and shall specify a deadline before which the *Parties* must reach a negotiated decision.

Negotiated Decisions

10. Should a proposed negotiated decision be reached, the decision shall be submitted to the *Organization* (when it's in reference to a *Dispute* or a non-*Maltreatment Complaint*) or the *ITP* (when it is in reference to a *Maltreatment Complaint*) for approval if it involves any obligations or may reasonably impact the operations or reputation of the *Organization*. The *Organization* or the *ITP* (whichever applies) may approve, reject, or propose amendments to a proposed negotiated decision.

a. Any actions that are to take place as a result of the decision shall be enacted on the timelines specified by the negotiated decision

b. The *Parties* may not withdraw from the proposed negotiated decision pending the approval of any actions to be taken by an *Organization*

11. *Negotiated Decision Reports* for *Disputes* or non-*Maltreatment Complaints* should include:

a. An overview of the *Dispute* or *Complaint* and relevant background information, as well as an overview of the decision including, where applicable, any obligations, financial terms, sanctions, or requirements for future conduct

12. *Negotiated Decision Reports* should be kept by the *Organization* for record keeping purposes.

13. Failure to comply with a signed negotiated decision may result in the suspension of the individual from participating in sanctioned activities. The lifting of the suspension will be reviewed by the *Organization* upon the completion of all conditions identified in the signed negotiated decision.

14. Should a negotiated decision of a *Dispute* not be reached by the deadline specified by the *Mediator* or facilitator at the start of the process, *Parties* have the option to submit a *Complaint* to the *Organization* according to the *Discipline and Complaint Policy*.

Alternate Dispute Resolution Policy Continued

15. Should a negotiated decision of a *Complaint* not be reached by the deadline specified by the *Mediator* or facilitator at the start of the process, the *Complaint* shall proceed and be considered under the appropriate section of the *Organization's Discipline and Complaint Policy*.

Final and Binding

16. Any negotiated decision will be binding on the *Parties*. Negotiated decisions may not be appealed.

Policies

d) *Appeal* Policy

- Approved and date: December 4, 2025
- Effective date: April 1, 2026
- Scheduled review date: December 2028

Purpose

1. The purpose of this policy is to provide *Participants* with a fair and expedient *Appeal* process.

Application of this Policy

2. This policy applies to all *Participants*. Any *Participant* who is directly affected by an *Organization's* or the *Independent Third Party's (ITP)* decision shall have the right to *Appeal* that decision; provided there are sufficient grounds for the *Appeal* under the 'Grounds for *Appeal*' section of this policy.
3. This policy **will apply** to decisions relating to:
- a. Eligibility
 - b. Selection
 - c. *Conflict of Interest*
 - d. Breaches of Code of Conduct
 - e. Membership
4. This Policy **will not apply** to decisions relating to:
- a. Employment
 - b. Infractions for doping offenses
 - c. The rules of the sport
 - d. Selection criteria, quotas, policies, and procedures established by entities other than the *Organization*
 - e. Substance, content, and establishment of team selection criteria
 - f. Volunteer/*Coach* appointments and the withdrawal or termination of those appointments
 - g. Budgeting and budget implementation including but not limited to funding decisions
 - h. The *Organization's* operational structure and committee appointments
 - i. Decisions or discipline arising within the business, activities, or *Events* organized by entities other than the *Organization* (appeals of these decisions shall be dealt with pursuant to the policies of those other entities unless requested and accepted by the *Organization* at its sole discretion)

Appeal Policy Continued

- j. Commercial matters for which another *appeals* process exists under a contract or applicable law
- k. Decisions made under this policy

Timing and Notice of Appeal

5. *Participants* who wish to *Appeal* a decision have seven (7) *Days* from the date on which they received notice of the decision to submit, in writing to the *Organization* or the *ITP*, if it was a *Maltreatment Complaint*, the following:
- a. Notice of the intention to *Appeal*
 - b. Contact information and status of the *Appellant*
 - c. Name of the original decision maker(s) and any *Affected Parties*, when known to the *Appellant*
 - d. Date the *Appellant* was advised of the decision being appealed
 - e. A copy of the *Decision Report* being appealed, or description of decision if written document is not available
 - f. Grounds for the *Appeal*
 - g. Detailed reasons for the *Appeal*
 - h. All evidence that supports these grounds
 - i. Requested remedy or remedies
6. A *Participant* who wishes to initiate an *Appeal* beyond the seven (7) *Day* period must provide a written request stating the reasons for an exemption. The decision to allow, or not allow, an *Appeal* outside of the seven (7) *Day* period will be at the sole discretion of the *Appeal Manager* and may not be appealed.

Grounds for Appeal

7. A decision cannot be appealed simply because one disagrees with its outcome. An *Appeal* may only be heard if there are sufficient grounds for *Appeal*. Sufficient grounds include the original decision maker(s):
- a. Made a decision that it did not have the authority or *Jurisdiction* (as set out in the *Organization's* governing documents and policies) to make
 - b. Failed to follow the *Organization's* procedures (as set out in the *Organization's* governing documents and policies)
 - c. Made a decision that was influenced by bias (where bias is defined as a lack of neutrality to such an extent that the decision-maker appears not to have considered other views)
 - d. Failed to consider relevant information or took into account irrelevant information in making the decision
 - e. Made a decision that was grossly unreasonable

Appeal Policy Continued

8. The *Appellant* must demonstrate, on a balance of probabilities, that the original decision maker(s) has made a procedural error as described in the 'Grounds for Appeal' section of this policy and that this error had, or may reasonably have had, a material effect on the decision or decision-maker.

Screening of Appeal

9. Upon receiving the notice of the *Appeal*, and all other information (outlined in the 'Timing of Appeal' section of this policy), the *Organization* or *ITP* in the case of *Maltreatment Complaints*, will appoint an independent *Appeal Manager*. The *Appeal Manager* will propose the use of the *Organization's Alternate Dispute Resolution Policy*, if appropriate.

10. Should the *Appeal* not be resolved by using the *Alternate Dispute Resolution Policy*, the *Appeal Manager* has the following responsibilities:

- a. Determine if the *Appeal* falls under the scope of this policy
- b. Determine if the *Appeal* was submitted in a timely manner
- c. Decide whether there are sufficient grounds for the *Appeal*

11. If the *Appeal* is denied on the basis of insufficient grounds, because it was not submitted in a timely manner, or because it did not fall under the scope of this policy, the *Appellant* will be notified, in writing, of the reasons for this decision. This decision may not be appealed.

12. If the *Appeal Manager* is satisfied there are sufficient grounds for an *Appeal*, the *Appeal Manager* will appoint an *Appeal Hearing Panel* which shall consist of a single adjudicator, to hear the *Appeal*. In extraordinary circumstances, and at the discretion of the *Appeal Manager*, a panel of three persons may be appointed to hear the *Appeal*. In this event, the *Appeal Manager* will appoint one of the panel's members to serve as the chair.

Determination of Affected Parties

13. If determined necessary to confirm the identification of any *Affected Parties*, the *Appeal Manager* may speak with the *Organization* or previously identified *Affected Parties*. The *Appeal Manager* may determine whether a party is an *Affected Party* in their sole discretion.

Procedure for Appeal Hearing

14. The *Appeal Manager* shall notify the *Parties* that the *Appeal* will be heard. The *Appeal Manager* shall then decide the format under which the *Appeal* will be heard. This decision is at the sole discretion of the *Appeal Manager* and may not be appealed.

Appeal Policy Continued

15. If a party chooses not to participate in the hearing, the hearing will proceed in any event.
16. The format of the hearing may involve an oral in-person hearing, an oral hearing by telephone or other electronic means, 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 *Appeal Manager* and the *Appeal Hearing Panel* deem appropriate in the circumstances, provided that:
- The hearing will be held within a timeline determined by the *Appeal Manager*
 - The *Parties* will be given reasonable notice of the day, time, and place of the hearing
 - Copies of any written documents which the *Parties* wish to have the *Appeal Hearing Panel* consider will be provided to all *Parties* in advance of the hearing
 - The *Parties* may be accompanied by a representative, advisor, or legal counsel at their own expense
 - The *Appeal Hearing Panel* may request that any other individual participate and give evidence at the hearing
 - The *Appeal Hearing Panel* may allow as evidence at the hearing any oral evidence and document or thing relevant to the subject matter of the *Appeal*, but may exclude such evidence that is unduly repetitious and shall place such weight on the evidence as it deems appropriate
 - If a decision in the *Appeal* may affect another party to the extent that the other party would have recourse to an *Appeal* in its own right under this policy, that party will become a party to the *Appeal* in question and will be bound by its outcome
 - The decision to uphold or reject the *Appeal* will be by a majority vote of *Appeal Hearing Panel* members
17. In fulfilling its duties, the *Appeal Hearing Panel* may obtain independent advice.

Appeal Decision

18. The *Appeal Hearing Panel* shall issue its decision, in writing and with reasons, within fourteen (14) *Days* after the hearing's conclusion. In making its decision, the *Appeal Hearing Panel* will have no greater authority than that of the original decision-maker. The *Appeal Hearing Panel* may decide to:
- Reject the *Appeal* and confirm the decision being appealed
 - Uphold the *Appeal* and refer the matter back to the initial decision-maker for a new decision
 - Uphold the *Appeal* and vary the decision
19. In extraordinary circumstances, the *Appeal Hearing Panel* may first issue a verbal or summary decision soon after the hearing's conclusion, with the full written decision to be issued thereafter.

Appeal Policy Continued

20. The *Appeal Hearing Panel's Decision Report* must provide notice of the decision rendered and reason for the decision. At the discretion of the *Appeal Manager*, the report may also include additional information such as:
- Overview of the submitted *Appeal* and relevant background information, such as pertinent facts and evidence, and the specific grounds for *Appeal*
 - Overview of the decision including, where applicable, any sanctions imposed and any conditions for reinstatement that the *Appellant* must satisfy, etc.
21. In the case of any *Appeal* regarding decisions that involve claims of *Maltreatment*, the *ITP* must provide the applicable *Organization* and Sport Manitoba with a decision summary that will include the following information:
- The name of the *Appellant*
 - A brief overview of the submitted *Appeal* that describes the nature of the *Appeal*
 - The *Appeal Hearing Panel's* findings on the *Appeal* including, whether or not *Maltreatment* occurred and, where applicable, the sanctions or other methods of resolution that have been imposed, including the end date of any sanctions
 - The date of the *Appeal Hearing Panel's* decision
22. If the *Appeal* involves a finding of *Maltreatment* against a *Young Athlete* by a *Coach* or *Athlete Support Personnel*, whether the *Appeal* was resolved via *Hearing Panel* or *ADR*, Sport Manitoba will provide written notice to all *Organizations* that includes the following:
- The name of the *Coach* or *Athlete Support Personnel* who was found to have committed the infraction
 - The sport in which the violation occurred
 - The sanctions or other decisions imposed, including the end date of any suspension
 - The date of the decision
23. If the *Appeal Hearing Panel* overturns a finding of *Maltreatment* against a *Young Athlete* by a *Coach* or *Athlete Support Personnel*, or alters imposed sanctions, Sport Manitoba will provide written notice to all *Organizations* regarding the reversal or alterations.

Timelines

24. If the circumstances of the *Appeal* are such that adhering to the timelines outlined by this policy will not allow a timely resolution to the *Appeal*, the *Appeal Manager* and/or *Appeal Hearing Panel* may direct that these timelines be revised.

Appeal Policy Continued

Confidentiality

25. The *Appeal* process is confidential and involves only the *Parties*, the *Appeal Manager*, the *Appeal Hearing Panel*, and any independent advisors to the *Appeal Hearing Panel*. Once initiated and until a decision is released, none of the *Parties* will disclose confidential information to any person not involved in the proceedings.

Final and Binding

26. The decision of the *Appeal Hearing Panel* will be binding on the *Parties* and on all the *Organization's Participants*.

27. No action or legal proceeding will be commenced against the *Organization* or *Participants* in respect of a *Dispute*, unless the *Organization* has refused or failed to provide or abide by the *Dispute* resolution process and/or *Appeal* process as set out in the *Organization's* governing documents and policies.

Policies

e) Respect in Sport Policy

- Approved and date: December 4, 2025
- Effective date: April 1, 2026
- Scheduled review date: December 2028

Purpose

1. The *Organization* is committed to creating a sport environment in which all *Participants* are treated with respect and dignity. *Coaches* have a responsibility to create a sporting environment that is free of *Maltreatment*.
2. The *Organization* requires that all *Coaches* complete the Respect in Sport for Activity Leaders (RIS) program and maintain RIS certified status. *Coaches* maintain their Respect in Sport certification status by completing the course every five (5) years.
 - a. New *Coaches* must complete the RIS program within sixty (60) *Days* after starting coaching

Application of this Policy

3. This policy applies to all *Coaches* registered with; or named on an official sport roster; or under the *Jurisdiction* of the *Organization*.
4. Any *Coach* not having completed the RIS program or maintained their certified status will be removed as a *Coach* until such time that the RIS course is completed and/or maintain RIS certification.

Enforcement

5. Non-compliance of this policy may result in further discipline as determined by the *Organization* in accordance with the *Discipline and Complaints Policy*.

Policies

f) Coach Screening Policy Minimum Requirements

- Approved and date: December 4, 2025
- Effective date: April 1, 2026
- Scheduled review date: December 2028

Screening *Coaches* is a vital part of providing a safe sporting environment. *Organizations* are responsible, by law, to do everything reasonable to provide a safe and secure environment for *Participants* in its programs, activities, and *Events*.

The purpose of screening is to identify individuals involved with an *Organization's* activities who may pose a risk to the *Organization* and its *Participants*.

Organization's Coach screening policy requirements:

1. Identify levels of risk

To fully understand what the risk is for the *Athletes* and *Coaches*, assess the level of access *Coaches* will have to their *Athletes*.

- **High Risk** - *Coaches* who have direct access to *Athletes* (of any age) without parental supervision (e.g. all Manitoba and Canada Games *Coaches*).
- **Medium Risk** - *Coaches* who are under the supervision of other *Coaches* and there is no opportunity to be alone with an *Athlete* (e.g. junior *Coaches* who do not travel with the team).
- **Low Risk** - *Coaches* who are under full-time parent/guardian supervision (e.g. community-based *Coaches*). There is no travel involved and no opportunity to be alone with an *Athlete*.

2. Assign minimum screening requirements based on risk and role of the Coach The minimum requirements are outlined in the table below and typically consist of Respect in Sport (RIS) for Activity Leaders, along with a *Background Check* of some kind. In addition, *Coaches* are expected to adhere to the *Rule of Two*. If an *Organization* wishes to go above and beyond these requirements, such as requiring *Vulnerable Sector Checks* or *Child Abuse Registry Checks*, that is at their discretion.

Coach Screening Policy Minimum Requirements Continued

Minimum requirements for screening & training based on level of risk

Coach Role	Level of Risk	Screening and Training Requirements	Frequency of Requirements
<i>6 Week Community Coach</i>	Low	Respect in Sport Screening Disclosure Form	RIS - Every five years Screening Disclosure Form annually
<i>Community Coach</i>	Medium	Respect in Sport <i>Background Check: CRC-PIC, E-PIC or CRJMC</i>	RIS & <i>Background Check: Every five years</i> Screening Disclosure form annually
<i>Competition Coach</i>	High	Respect in Sport NCCP Training <i>Background Check: CRC-PIC, E-PIC or CRJMC</i>	RIS & <i>Background Check: Every five years</i> Screening Disclosure Form annually
<i>Performance Coach</i>	High	Respect in Sport NCCP Training	RIS & <i>Background Check: Every five years</i>
		<i>Background Check: CRC-PIC, E-PIC or CRJMC</i>	Screening Disclosure Form annually
<i>Professional Coach</i>	High	Respect in Sport NCCP Training <i>Background Check: CRC-PIC, E-PIC or CRJMC</i>	RIS & <i>Background Check: Every five years</i> Screening Disclosure Form annually

ITALICIZED TERMS ARE DEFINED UNDER DEFINITIONS

Coach Screening Policy Minimum Requirements Continued

3. Establish process for *Background Check* alert

In the event that a *Background Check* returns an alert for a *Coach*, it is the responsibility of each *Organization* to establish a formal process for reviewing and addressing such cases.

4. Establish process for screening *Coaches* under 18

Background Checks for *Coaches* under the age of 18 may not yield the same level of information as those conducted for adults. *Organizations* must establish clear procedures for screening minors, which may include alternative methods, such as reference checks or other appropriate vetting practices.

5. Board Approval & Review: *Coach* screening policies must be approved by the *Organization's* board and reviewed every three (3) years.

5. Appendix A

Organizations required to comply with the Safe Sport Policy Manual

The Safe Sport Policy Manual applies to the following *Organizations* and their *Member Clubs*:

Archery Manitoba
 Accessible Sport Connection Manitoba
 Athletics Manitoba
 Baseball Manitoba
 Basketball Manitoba
 Biathlon Manitoba
 Bowls Manitoba
 Boxing Manitoba
 Cheer Manitoba
 Cross Country Ski Association of Manitoba
 Curl Manitoba
 Dive Manitoba
 Football Manitoba
 Freestyle Manitoba
 Golf Manitoba
 Hockey Manitoba
 Judo Manitoba
 Karate Manitoba
 Manitoba Aboriginal Sport & Recreation Council
 Manitoba Alpine Ski Division
 Manitoba Amateur Wrestling Association
 Manitoba Artistic Swimming
 Manitoba Badminton Association
 Manitoba Ball Hockey Association
 Manitoba Baton Twirling Association
 Manitoba Blind Sports Association
 Manitoba Broomball
 Manitoba Cerebral Palsy Sports Association
 Manitoba Cricket Association
 Manitoba Cycling Association
 Manitoba Darts Association
 Manitoba Deaf Sports Association
 Manitoba Fencing Association
 Manitoba Fencing Association
 Manitoba Five Pin Bowling Federation
 Manitoba Gymnastics Association
 Manitoba Horse Council
 Manitoba Lacrosse
 Manitoba Organization of Disc Sports
 Manitoba Paddling Association
 Manitoba Provincial Rifle Association
 Manitoba Rowing Association
 Manitoba Skeet Shooting Association
 Manitoba Soccer Association
 Manitoba Snowboard
 Manitoba Table Tennis Association
 Manitoba Tenpin Federation
 Manitoba Trapshooting Association
 Manitoba Water Polo Association
 Manitoba Weightlifting Association
 Manitoba Wheelchair Sport Association
 Orienteering Manitoba
 Racquetball Manitoba
 Rhythmic Gymnastics Manitoba
 Ringette Manitoba
 Rugby Manitoba
 Sail Manitoba
 Skate Manitoba
 Softball Manitoba
 Special Olympics Manitoba
 Speed Skating Manitoba
 Sports en Francais
 Squash Manitoba
 Swim Manitoba
 Taekwondo Manitoba
 Tennis Manitoba
 Triathlon Manitoba
 Volleyball Manitoba
 Water Ski Wakeboard Manitoba
 Winnipeg Aboriginal Sport Achievement Centre
 Winnipeg Newcomers Sport Academy

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Contact

 145 Pacific Avenue Winnipeg, MB R3B 2Z6

 204-925-5600

 info@sportmanitoba.ca

 sportmanitoba.ca/safesport
