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**GOLF ONTARIO'S COMMITMENT TO SAFE SPORT**

\*Indicates a section that has been adapted from the UCCMS

**Purpose**

1. This section of the Safe Sport document describes the commitment of Golf Ontario to providing a safe sport environment and adhering to the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS). This policy has been adapted from Golf Canada's commitment to Safe Sport.

**Commitment to a Sport Environment Free from Maltreatment**

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

**Conduct Standards**

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

*Social Media*

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

**Athlete Protection***Screening*

5. Golf Ontario has adopted a comprehensive *Screening Policy* that requires some Participants to pass a screening process before being permitted to interact with athletes.

Golf Ontario has developed an *Athlete Protection Policy* that can be used by coaches, managers, medical personnel, and other Persons in Authority. Golf Ontario provides training on the policy and has taken steps to ensure the policy is being implemented.

#### *Resources*

6. Golf Ontario will regularly provide information to Participants about resources and training related to athlete protection.

#### *Athlete Engagement*

7. Golf Ontario will engage with athletes to determine the level of success of their athlete protection measures as well as to identify any gaps or athlete concerns.

### **Dispute Resolution**

8. Golf Ontario has developed a comprehensive suite of dispute resolution policies that include:
  - a) *Discipline and Complaints Policy*
  - b) *Appeal Policy*
  - c) *Dispute Resolution Policy*
  - d) Event Discipline Procedure
  - e) Whistleblower Policy
9. Taken together, the suite of dispute resolution policies includes the following features:
  - a) An independent individual to whom complaints can be submitted.
  - b) Sanctions for violations of conduct standards.
  - c) Mechanism for suspension of individuals pending the conclusion of the process.
  - d) Non-biased and experienced case managers, decision-makers and/or investigators.
  - e) Protection from reprisal for submitting complaints.
  - f) Anonymity for the complainant in cases of whistleblowers, to the maximum extent possible.
  - g) Independence of appeal procedures, when appeals are permitted.
  - h) Opportunity for alternative dispute resolution.
  - i) Investigations of complaints as circumstances merit.
  - j) In-event discipline procedures (when an event does not have its own disciplinary procedures).

#### *Obligations – Reporting and Third-Party Case Management*

10. The policies of Golf Ontario include requirements that certain complaints must be reported to government entities, local police forces, and/or child protection agencies.
11. The policies of Golf Ontario include requirements that complaints must be received by an independent third party that has no conflict of interest or bias.

#### *Records*

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

### **Governance and Operations**

13. Golf Ontario will have a comprehensive plan in which athlete protection and safe sport are top priorities for the organization.

14. Golf Ontario maintains a *Risk Management Registry* that describes how the organization identifies risks and categorizes them based on the product of likelihood and impact. Golf Ontario will contemplate risk management strategies that retain, reduce, transfer, and/or avoid the risk. Risks can occur in the following areas:
  - a) Operational/Program
  - b) Compliance
  - c) Communication
  - d) External
  - e) Governance
  - f) Financial
  - g) Health and Safety
15. Golf Ontario continues to develop a governance structure and organizational culture that reflects the diversity of the athletes and stakeholders within the sport that adheres to all applicable federal and/or provincial/territorial legislation.
16. Golf Ontario continually monitors and evaluates its policies, practices, and procedures.