

Employees,

## BASKETBALL BC SAFE SPORT POLICY

### 1. DEFINITIONS

1.1 The following terms have these meanings in this Policy:

- a. *“Maltreatment”* – As defined in the *Code of Conduct and Ethics*.
- b. *“Participants”* – All categories of individual membership defined in Basketball BC's Bylaws, as well as all individuals employed by, or engaged in activities with, Basketball BC including, but not limited to, athletes, coaches, convenors, officials, volunteers, committee members, Directors and Officers of Basketball BC, spectators, and parents/guardians of athletes.
- c. *“Person in Authority”* – A Participant who holds a position of authority within Basketball BC including, but not limited to, employees, coaches, managers, support personnel, chaperones, parents, and Directors.

### 2. PURPOSE

2.1 This Policy describes how Basketball BC aims to provide a safe sport environment.

### 3. COMMITMENT TO TRUE SPORT PRINCIPLES

3.1 Basketball BC commits to the [True Sport Principles](#) which are:

- a. Go for It – Rise to the challenge – always strive for excellence. Discover how good you can be.
- b. Play Fair – Play honestly – obey both the letter and spirit of the rules. Winning is only meaningful when competition is fair.
- c. Respect Others – Show respect for everyone involved in creating your sporting experience, both on and off the field. Win with dignity and lose with grace.
- d. Keep it Fun – Find the joy of sport. Keep a positive attitude both on and off the field.
- e. Stay Healthy – Place physical and mental health above all other considerations – avoid unsafe activities. Respect your body and keep in shape.
- f. Include Everyone – Share sport with others. Ensure everyone has a place to play.

- g. Give Back – Find ways to show your appreciation for the community that supports your sport and helps make it possible.

#### **4. COMMITMENT TO A SPORT ENVIRONMENT FREE FROM MALTREATMENT**

4.1 Basketball BC 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 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.

#### **5. PLEDGE**

5.1 The participants, members, and leaders of Basketball BC are expected to live the True Sport Principles and Basketball BC pledges to embed the True Sport Principles in its governance and operations in the following ways:

- a. Conduct Standards – Basketball BC will adopt comprehensive conduct standards that are expected to be followed by Participants.

- b. Athlete Protection – Basketball BC will provide coaches and other stakeholders with general and sport-specific athlete protection guidelines.
- c. Dispute Resolution and Investigations – Basketball BC will have dispute resolution processes that are confidential and procedurally fair and that require independent investigation for certain alleged violates of the conduct standards.
- d. Strategy – Basketball BC will have strategic plans that reflects the organization’s mission, vision, and values.
- e. Governance – Basketball BC will have a diverse blend of sport leaders and will adhere to principles of good governance.
- f. Risk Management – Basketball BC will intentionally manage risks to its operations and events through the use of risk management plans and/or risk registries.

## 6. CONDUCT STANDARDS

6.1 Basketball BC will adopt a [\*Code of Conduct and Ethics\*](#) that describes standards of conduct and behaviour for all Participants. General standards of conduct will apply to all Participants and specific standards will be described for positions within the organization. The *Code of Conduct and Ethics* will have specific sections, including but not limited, to:

- a. Athletes
- b. Coaches
- c. Officials
- d. Directors and Committee Members
- e. Parents and Spectators

6.2 The *Code of Conduct and Ethics* will contain detailed definitions of key terms, including:

- a. Harassment
- b. Maltreatment
- c. Workplace Harassment
- d. Workplace Violence
- e. Discrimination

## 7. ANTI-DOPING

7.1 The [\*Code of Conduct and Ethics\*](#) will indicate that Basketball BC adopts and adheres to the Canadian Anti-Doping Program.

## 8. SOCIAL MEDIA

8.1 Basketball BC will adopt a [\*Social Media Policy\*](#) that describes standards of conduct that are expected on social media by Participants. The *Social Media Policy* will indicate specific conduct standards and risks that are common and/or exclusive to social media.

8.2 The *Social Media Policy* will highlight the importance of responsible coach-athlete interaction on social media and will provide examples of violations of conduct standards.

## 9. ATHLETE PROTECTION

### SCREENING

9.1 Basketball BC will adopt a comprehensive [Screening Policy](#) that requires some Participants to pass a screening process before being permitted to interact with athletes. The *Screening Policy* will:

- a. Categorize positions in the organization as ‘Low Risk’, ‘Medium Risk’, and ‘High Risk’ and require progressive screening measures for individuals serving in each category of risk.
- b. Describe how frequently some Participants must obtain a police records’ check and which type of check(s) they must obtain.
- c. Describe how frequently some Participants must submit Screening Disclosure Forms and Screening Renewal Forms.
- d. Empower a Screening Committee to prohibit Participants who do not pass screening from participating in certain positions.
- e. Empower a Screening Committee to attach conditions to a Participant’s participation in certain positions.

9.2 Basketball BC will develop general and sport-specific *Athlete Protection Guidelines* that can be used by coaches, managers, medical personnel, and other persons in authority.

### RESOURCES

9.3 Basketball BC will provide information to Participants about resources and training related to athlete protection. Resources and training opportunities can include:

- a. [NCCP modules](#)
- b. [Safe Sport Training](#)
- c. [Respect in Sport](#)
- d. [Commit to Kids](#)

### ATHLETE ENGAGEMENT

- a. Basketball BC may engage with athletes to determine the level of success of their athlete protection measures as well as to identify any gaps or athlete concerns.

## 10. DISPUTE RESOLUTION

10.1 Basketball BC will have a comprehensive suite of dispute resolution policies that will include:

- a. Discipline and Complaints Policy

- b. Appeal Policy
- c. Dispute Resolution Policy
- d. Investigations Policy
- e. Event Discipline Procedure
- f. Whistleblower Policy

- 10.2 Taken together, the suite of dispute resolution policies will include 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
  - g. Independency of appeal procedures (when appeals are permitted)
  - h. Opportunity for alternate dispute resolution
  - i. Investigations of certain complaints (e.g., when required by law and/or when the complaint involves harassment, abuse, or discrimination)

### *RECORDS*

- 10.3 Basketball BC 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, other provincial sport organizations, multi-sport organizations, and government entities as long as compliant with relevant laws and regulations .

## **11. GOVERNANCE AND OPERATIONS**

- 11.1 Basketball BC will have a comprehensive plan in which athlete protection and safe sport are top priorities for the organization.
- 11.2 Basketball BC will adopt a *Risk Management Policy* that will describe how the organization will address risks ranging from 'Unlikely' to 'Almost Certain' and from 'Minor' to 'Catastrophic'. Basketball BC 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
- 11.3 Basketball BC will pursue a governance structure that reflects the diversity of the athletes and participants within the sport, that adheres to all applicable provincial and/or federal legislation, and



that moves toward a provincial alignment strategy for the sport in British Columbia.

11.4 Basketball BC will continually monitor and evaluate its policies, practices, and procedures.

## **12. REVIEW AND APPROVAL**

This Policy was reviewed and approved by the Basketball BC Board of Directors on March 31, 2026.