

Lifesaving Sport Harassment Prevention Policy and Training

Commitment to Safety in Sport

The purpose of the Alberta and Northwest Territories Sport Harassment Policy is to promote a respectful and safe environment in the Lifesaving Sport community through education. The Lifesaving Society is committed to fostering healthy, respectful, and inclusive environments for all participants, - including athletes, coaches, staff, officials, volunteers, and parents/guardians/caregivers. All sport participants, including athletes, parents/guardians/caregivers, coaches, officials, and volunteers are expected to complete annual harassment awareness and prevention training.

Purpose

The purpose of this policy is to help prevent harassment in Lifesaving Sport. It sets out how we respond if harassment happens, encourages respect through education and awareness, and works to make sure all participants can enjoy Lifesaving Sport in a safe and welcoming environment.

Canadian Legislative Framework and Sector Standards

This policy is based on Canadian legislation and national sport standards that ensure safe, respectful, and inclusive sport environments. The Government of Canada's [Safety in Sport Framework](#) supports preventing maltreatment and protecting athletes. [The Canadian Human Rights Act](#) and the [Alberta Human Rights Act](#) provide legal protections against discrimination and harassment. [The Universal Code of Conduct to Prevent and Address Maltreatment in Sport](#) (UCCMS) sets the national standard for preventing and responding to maltreatment in sport. Together, these form the foundation for this policy to safeguard all Lifesaving Sport participants.

Definitions

- **Harassment:** Improper, unwelcome conduct, or comments that offend, humiliate, intimidate, or threaten another person, and that the perpetrator knew or should have known would cause harm. It may involve repeated actions or a single severe incident, and can include remarks, displays, physical contact, or threats, —especially when related to a prohibited ground under the Canadian Human Rights Act such as race, sex, age, or disability.
- **Sexual Harassment:** Any unwelcome conduct, comment, gesture, or contact of a sexual nature that is likely to offend, humiliate, or create a hostile environment for another person. It includes unwanted sexual advances, jokes, touching, or sexual remarks, and can be a single serious incident or repeated behavior.

- **Maltreatment:** Any act or failure to act by a person in a position of trust or authority that results in, or risks, physical, emotional, or sexual harm, or neglect. This encompasses all forms of psychological, physical, and sexual abuse, neglect, harassment, bullying, and discrimination as outlined in the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS).
- **Bullying:** Repeated, intentional behavior that threatens, humiliates, or harms another person. It includes verbal abuse, physical aggression, social exclusion, and cyberbullying.

Responsibilities

- **The Lifesaving Society of Alberta & Northwest Territories:**
 - » Develop a Harassment Prevention Policy.
 - » Develop and implement a reporting and complaint policy.
 - » Facilitate annual harassment prevention training to clubs and affiliates.
- **Clubs and Organizations:**
 - » Complete annual Lifesaving Society harassment prevention training and disseminate to all coaches, club-associated staff, athletes, and parents/guardians/caregivers.
 - » Track and document how and when sport participants received and reviewed the education resources.
 - This documentation must be made available to the Lifesaving Society upon request.
 - » Uphold the Lifesaving Society Harassment Prevention Policy and ensure it is implemented alongside their existing internal policies and procedures, coordinating efforts to create a consistent, clear approach to preventing and addressing harassment within their club.
 - » Require background screening for all coaches and club-associated staff.
 - » Ensure all interactions among coaches, staff, athletes, parents/guardians/caregivers, and volunteers promote respect, safety, and inclusion, free from harassment and discrimination while participating in Lifesaving Sport.
- **Coaches and Volunteers:**
 - » Complete annual Lifesaving Society harassment training.
 - » Promote safe and ethical conduct.
 - » Follow the 'Rule of Two', ensuring no one-on-one interaction between an adult and a minor without a second adult present.
 - » Complete background screening and optional NCCP Safe Sport and/or Make Ethical Decisions training.
- **Athletes:**
 - » Complete annual Lifesaving Society harassment training.
 - » Treat others respectfully.
 - » Refrain from abusive, offensive, or discriminatory behavior.
 - » Report incidents promptly.
- **Parents/Guardians/Caregivers:**
 - » Complete annual Lifesaving Society harassment training.
 - » Support Safe Sport principles.
 - » Encourage children to speak out against harassment.
 - » Help monitor club environments.

Prohibited Behaviors

(Examples include but are not limited to):

- Written or verbal abuse, threats, or outbursts.
- Offensive jokes, remarks, gestures, or taunts.
- Hazing, bullying, or malicious practical jokes.
- Any unwelcome sexual advances or physical contact.
- Discriminatory behavior based on identity or status.
- Retaliation for filing complaints or participating in investigations.

Consequences

- Disciplinary measures for violations may include:
 - » Education
 - » Counseling
 - » Suspension or removal from sanctioned activities.
 - » Notification of governing bodies or legal authorities as applicable.

False or malicious complaints will result in disciplinary action.

Complaint Process and Support

- Report incidents to club leadership (e.g., head coach, club president) or escalate to the provincial Lifesaving Society branch in writing via email to: Experts@Lifesaving.org.
- Any harassment or maltreatment incident that includes sexual or physical abuse, threats to safety, or any conduct violating criminal statutes must be reported to the police as soon as possible.
- All complaints are handled confidentially, with no reprisals against those submitting in good faith.

Key Training Components

Why CCES & CAC?

The Lifesaving Society of Alberta and Northwest Territories aligns with the Canadian Centre for Ethics in Sport (CCES) and the Coaching Association of Canada (CAC) by implementing harassment education based on the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS). This includes mandatory pre-season training to promote safe, respectful, and inclusive sport environments, ensuring all participants understand prohibited behaviors and the importance of reporting and preventing harassment.

Annual Education

1. Complete pre-season harassment education by reviewing all linked harassment resources.
2. Ensure athletes, parents/caregivers/guardians, volunteers/officials, and other active members of their Lifesaving Sport community have received and reviewed the harassment education resources.
3. Track and document how and when sport participants received and reviewed the harassment education resources. This documentation must be made available to the Lifesaving Society upon request.
4. Following the review of these harassment training resources, please ensure your club staff, coaches, athletes, and parents/guardians/caregivers have also reviewed the [concussion policy](#) and training resources. Once both are completed, complete and submit the [Club Compliance Form](#) linked here as proof that your club has met all required concussion and harassment training components.

Mandatory Harassment Education Resources for Review

1. [Canadian Centre for Ethics in Sport Universal Code of Conduct to Prevent and Address Maltreatment in Sport](#) (Required review of Section 5: Prohibited Behaviors, pgs. 7-14)
2. [Coaching Association of Canada's Rule of Two Infographic](#)
3. Canadian [Sport Safety Support Services](#)

With increasing public awareness, evolving social value, and legislative changes across Canada, Lifesaving Society will be called upon to address Safe Sport issues on a regular basis. To lead by example, and to ensure a shared baseline understanding of Safe Sport principles, members of the sport community are invited to complete the NCCP Safe Sport Training (<https://coach.ca/module/safe-sport-training>) and/or the NCCP Make Ethical Decisions Training (<https://coach.ca/module/nccp-make-ethical-decisions>). Developed for coaches, officials, and sport leaders, these courses provide the knowledge and tools to recognize, prevent and respond to maltreatment in sport, while fully equipping participants to handle ethical situations with confidence, helping ensure that all participants thrive in a safe and supportive environment. The Make Ethical Decisions training helps coaches identify the legal, ethical, and moral implications of difficult situations that present themselves in the world of team and individual sport.

Completion of the NCCP Safe Sport and Make Ethical Decisions Training is encouraged but optional at this time.

Additional Resources

- **Canadian Sport Helpline:** 1-888-837-7678
- **Alberta One-Line:** 1-866-403-8000
- **Alberta Bullying Helpline:** 1-888-456-2323
- **Coaching Association of Canada Safe Sport Training:** www.coach.ca/sport-safety/safe-sport-training
- **Lifesaving Society Alberta and Northwest Territories Branch:** www.lifesaving.org