



Athlete Protection Policy

UCCMS Compliant

NB ALPINE INC. (Ski NB)
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Athlete Protection Policy

1.1 - Rule of Two

- a. SKI NB and its Participants must observe and apply the 'Rule of Two' when interacting with Athletes. The Coaching Association of Canada describes the intention of the 'Rule of Two' as follows:
 - i. An *Athlete Support Personal* must never be alone or out of sight with a Minor who is an Athlete;
 - ii. Two National Coaching Certification Program (NCCP) trained or certified *Athlete Support Personal* should always be present with an Athlete, especially a Minor who is an Athlete, when in a potentially vulnerable situation such as in a locker room or meeting room;
 - iii. All one-on-one interactions between an *Athlete Support Personal* and an Athlete must take place within earshot and in view of a second *Athlete Support Personal* except for medical emergencies. One of the *Athlete Support Personal* must also be of the same gender as the Athlete;
 - iv. Should there be a circumstance where a second screened and NCCP trained or certified coach is not available, a screened volunteer, parent, or adult can be recruited; and
 - v. No athletic therapy may occur within a Participant's hotel room.
- b. Ski NB recognizes that fully implementing the 'Rule of Two', as described above (and modified accordingly for Persons in Authority), in all circumstances, may not always be possible. Consequently, at a minimum, interactions between Persons in Authority and Athletes must respect the following:
 - i. The training environment should be open to observation so that all interactions between Persons in Authority and Athletes are observable;
 - ii. Private or one-on-one situations must be avoided unless they are observable or within earshot of another adult or Athlete; and
 - iii. Vulnerable Participants (as defined in the UCCMS) must not be in any situation where they are alone with a Person in Authority without another Athlete or screened *Athlete Support Personal* present unless prior written permission is obtained from the Vulnerable ~~Individual~~ Participant's parent or guardian.
- c. In addition to respecting the minimum requirements described above, it is strongly recommended that:
 - i. Teams or groups of Athletes always have at least two Persons in Authority with them;
 - ii. For mixed gender teams or groups of Athletes, there will be one Person in Authority from each gender; and

- iii. Screened parents or other *Athlete Support Personal* will be available in situations when two Persons in Authority cannot be present.

1.1.1. - Practices and Competitions

- a. As it relates to practices and/or competitions, the following shall be respected:
 - i. If the Vulnerable Participant is the first Athlete to arrive, the Athlete's parent should remain until another Athlete or Person in Authority arrives; and
 - ii. If a Vulnerable Participant would potentially be alone with a Person in Authority following a competition or practice, the Person in Authority should ask another Person in Authority (or a parent or guardian of another Athlete) to stay until all of the Athletes have been picked up. If an adult is unavailable, another Athlete, who is preferably not a Vulnerable Participant, should be present in order to avoid the Person in Authority being alone with a single Vulnerable Participant.

1.1.2 - Communications

- a. Communications between Persons in Authority and Athletes should respect the following:
 - i. Group messages, group emails or team pages are to be used as the regular method of communication between Persons in Authority and Athletes; and
 - ii. Persons in Authority may only send personal texts, direct messages on social media or emails to individual Athletes when necessary and only for communicating information related to team issues and activities (e.g., non-personal information). Any such texts, messages or emails shall be professional in tone.
- b. No personal texts between Vulnerable ~~Individuals~~ Participants and Persons in Authority should be sent; however, if this is necessary, it should include one other adult person on the message.
- c. Parents and guardians of Vulnerable Participants may request that their child not be contacted by a Person in Authority using any form of electronic communication and/or to request that certain information about their child may not be distributed in any form of electronic communications.
- d. All communication between a Persons in Authority and Athletes must be between the hours of 6:00am and midnight unless extenuating circumstances justify otherwise.
- e. Communications concerning drugs or alcohol use (unless regarding its prohibition) is not permitted.
- f. No sexually explicit language or imagery or sexually oriented conversation is permitted may be communicated by any medium.
- g. Persons in Authority are not permitted to ask Athletes to keep a secret for them.

h. A Person in Authority should not become overly-involved in an Athlete's personal life.

1.1.3 - Travel

- a. Any travel involving Persons in Authority and Athletes shall respect the following:
 - i. Teams or groups of Athletes shall always have at least two Persons in Authority with them;
 - ii. For mixed gender teams or groups of Athletes, there will be one Person in Authority from each gender;
 - iii. Screened parents or other *Athlete Support Personal* will be available in situations when two Persons in Authority cannot be present;
 - iv. No Person in Authority may drive a vehicle with an Athlete alone unless the Person in Authority is the Athlete's parent or guardian - if it cannot be avoided, the Athlete must ride in the back seat;
 - v. A Person in Authority may not share a room or be alone in a hotel room with an Athlete unless the Person in Authority is the Athlete's parent or guardian;
 - vi. Room or bed checks during overnight stays must be done by two Persons in Authority; and
 - vii. For overnight travel when Athletes must share a hotel room, roommates will be age-appropriate (e.g., within two years of age of one another) and the same gender identity.

1.1.4 – Locker Rooms / Changing Areas

- a. The following shall apply to locker rooms, changing areas, and meeting rooms:
 - i. Interactions, including conversation between Persons in Authority and Athletes should not occur in any room where there is a reasonable expectation of privacy such as a locker room, restroom or changing area. A second adult should be present for any necessary interaction between an adult and an Athlete in any such room (e.g., adhering to the Rule of Two must be respected); and
 - ii. If Persons in Authority are not present in the locker room or changing area, or if they are not permitted to be present, they should still be available outside the locker room or changing area and be able to enter the room or area if required, including but not limited to team communications and/or emergency.

1.1.5 – Photography and Video

- a. Any photograph or video involving Athletes shall respect the following:

- i. Photographs and video may only be taken in public view, must observe generally accepted standards of decency, and be both appropriate for and in the best interest of the Athlete; and
- ii. The use of recording devices of any kind in rooms where there is a reasonable expectation of privacy is strictly prohibited.

b. Examples of photos that shall be edited or deleted include:

- i. Images with misplaced apparel or where undergarments are showing;
- ii. Suggestive or provocative poses; and
- iii. Embarrassing images.

1.1.6 – Jurisdiction

- a. Any violation of this Policy that may be considered “Prohibited Behaviour” or “Maltreatment” (as defined in the UCCMS and/or *Ski NB’s Code of Conduct*) when the Respondent is a Registered Participant of Ski NB, will be handled pursuant to *Ski NB’s Discipline & Complaints* policies and procedures.

Note: This policy is available in English and French. Should a dispute arise with the interpretation of the translated policy, the English version of the policy shall prevail.