



FREESTYLE CANADA

ATHLETE AND MINOR PROTECTION POLICY

Effective date	November 1, 2023
Archived date	-
Date last reviewed	October 20, 2023
Scheduled review date	TBC
Replaces and/or amends	-
Approved by and date	FC BOD October 20, 2023
Appendix(-ces) to this Policy	Appendix A – Image Consent Form

Purpose

1. This Athlete and Minor Protection Policy describe how Persons in Authority shall maintain a safe sport environment for all Athletes and any Individuals who are Minors. For the avoidance of doubt, this Policy applies to all Athletes, regardless of their age, and to any Minor Individual with a role in freestyle skiing, including, without limitation, Minor athletes, coaches or volunteers.

Interactions between Persons in Authority and Athletes and/or Minor Individuals – the ‘Rule of Two’

2. Freestyle Canada⁴ and its Members strongly recommend the ‘Rule of Two’ for all Persons in Authority who interact with Athletes and/or any Individuals who are Minors, whether in person or remotely (i.e., in virtual settings). The Coaching Association of Canada describes the intention of the ‘Rule of Two’ as follows:

A coach must never be alone or out of sight with a minor athlete. Two NCCP trained or certified coaches should always be present with an athlete, especially a minor athlete, when in a potentially vulnerable situation such as in a locker room or meeting room. All one-on-one interactions between a coach and an athlete must take place within earshot and in view of a second coach except for medical emergencies. One of the coaches must also be of the same gender as the athlete. 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.

3. Freestyle Canada 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 and/or any Individuals who are Minors must respect the following:
 - i. Training and competition environments shall be open to observation so that all interactions between Persons in Authority and Athletes and/or any Individuals who are Minors are observable.

⁴ A separate document with term definitions that apply to all Freestyle Canada policy is found online and in the Freestyle Canada Safe Sport Policy Manual.

- ii. Private or one-on-one situations must be avoided unless they are open and observable by another adult or Athlete.
- iii. Persons in Authority shall not invite or have an Athlete or Minor Individual (or Athletes or Minor Individuals) in their home without the written permission and contemporaneous knowledge of the Athlete or Minor Individual's parent or guardian. In such circumstances, all other sections of this Policy must still be followed.
- iv. Athletes and Minor Individuals must not be in any situation where they are alone with a Person in Authority except in emergency situations.
 - 1. For further clarity, a situation where one Person in Authority is alone with one Athlete or Minor Individual would be a violation of Section 3(iv). However, provided that all other sections of this Policy are followed, situations where two screened Persons in Authority are with one Athlete or Minor Individual, or two Athletes or Minor Individuals are with one screened Person in Authority, shall not constitute a violation of Section 3(iv).

Practices and Events

- 4. As it relates to practices and/or competitions, the following applies:
 - a) A Person in Authority should never be alone with an Athlete or Minor Individual prior to or following a competition or practice unless the Person in Authority is the Athlete or Minor Individual's parent or guardian.
 - b) If the Athlete and/or Minor Individual is the first Athlete and/or Minor Individual to arrive, the Athlete and/or Minor Individual's parent should remain until another Athlete, Minor Individual or Person in Authority arrives.
 - c) If an Athlete or Minor Individual 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 and/or Minor Individual) to stay until all of the Athletes and/or Minor Individuals have been picked up. If an adult is unavailable, another Athlete and/or Minor Individual, who is preferably not a Vulnerable Participant, should be present in order to avoid the Person in Authority being alone with the Athlete and/or Minor Individual.
 - d) Persons in Authority giving instructions, demonstrating skills, or facilitating drills or lessons to an individual Athlete and/or Minor Individual must always do so in an open and observable environment.

Communications

- 5. Communications between Persons in Authority and Athletes and/or Minor Individuals shall respect the following:
 - a) Group messages, group emails or team pages are to be used as the regular method of communication between Persons in Authority and Athletes and/or Minor Individuals.
 - b) Persons in Authority may only send personal texts, direct messages on social media or emails to individual Athletes and/or Minor Individuals 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 and must be copied to another adult. Texts, messages or emails shall not be

deleted by any Person in Authority for the purpose of destroying evidence that may establish a breach of any Freestyle Canada or Member policy, rule or regulation.

- c) No personal texts between Athletes and/or Minor Individuals and Persons in Authority may be sent; however, if this is necessary under Section 5(b), it shall include one other adult person on the message (preferably the Athlete or Minor Individual's parent(s)/guardian(s)).
- d) Parents and guardians 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 communication.
- e) All communication between a Person in Authority and Athletes and/or Minor Individuals must be between the hours of 6:00am and 11:00pm (in the time zone of the recipient of the communications) unless extenuating circumstances justify otherwise (e.g., cancelling an early morning practice).
- f) Communication concerning drugs or alcohol use (unless regarding its prohibition) is not permitted.
- g) No sexually explicit language or imagery or sexually oriented conversation may be communicated by any medium.
- h) Persons in Authority and Athletes and/or Minor Individuals are not permitted to offer or ask one another to keep a secret for them for any unethical, inappropriate, prohibited or improper purpose.

Virtual settings

- 6. The Rule of Two shall apply to all Minors in a virtual environment. Specifically:
 - a) For Minor Athletes or other Minor Individuals, where possible, a parent/guardian should be present during any virtual session.
 - b) Two adult coaches should be present or one coach and one adult (parent, guardian, volunteer, club administrator). One-on-one virtual sessions are prohibited.
 - c) Coaches shall be informed by Freestyle Canada and/or the Member, as applicable, of the expected standards of conduct during virtual sessions through the publication of this policy. For further clarity, no further communication of the expected standards of conduct by Freestyle Canada and/or the Member is necessary.
 - d) Parents/guardians of Minors shall be informed by the coach, the Person in Authority, or the club who is responsible for leading and organizing the virtual session of the activities that will take place during the virtual session, as well as the process of the virtual session.
 - e) Parents/guardians of Minors shall provide consent (verbal or written) to the Minor participating in the virtual session, if irregularly scheduled, or prior to the first session if the sessions will take place on a regular basis.
 - f) Communications during virtual sessions shall take place in an open and observable, and appropriate environment.
 - g) Unless otherwise prohibited by professional regulations or where the Athlete and/or Minor Individual does not provide express consent, virtual sessions between Persons in Authority and Athletes and/or Minor Individuals must be recorded whenever allowed by the technology being used.
 - h) Parents/guardians should debrief with Minors on a weekly basis regarding virtual sessions.

Travel

- 7. Any travel involving Persons in Authority and Athletes and/or Minor Individuals shall respect the following:
 - a) Teams or groups of Athlete and/or Minor Individuals shall always have at least two Persons in Authority attending the trip.

- b) For mixed gender teams or groups of Athletes and/or Minor Individuals, there will be one Person in Authority from each gender.
- c) Unless otherwise required by the circumstances, no Person in Authority may drive a vehicle with an Athlete and/or Minor Individual alone unless the Person in Authority is the Athlete or Minor Individual's parent or guardian.
- d) A Person in Authority may not share a room or be alone in a hotel room with an Athlete and/or Minor Individual unless the Person in Authority is the Athlete or Minor Individual's parent or guardian or there is an emergency that requires the Person in Authority to enter the room.
- e) Room or bed checks during overnight stays must be done by two Persons in Authority.
- f) For overnight travel when Athletes and/or Minor Individuals must share a hotel room, roommates will be age-appropriate and, for Minors, shall be within two years of age of one another and of the same gender identity.

Locker Room / Changing Areas

- 8. The following applies to locker rooms, changing areas, and meeting rooms:
 - a) Interactions (i.e., conversation) between Persons in Authority and Athletes and/or Minor Individuals should not occur in any room where there is a reasonable expectation of privacy such as a locker room, restroom or changing area unless there is an emergency. A second screened adult should be present for any necessary interaction between an adult and an Athlete and/or Minor Individual in any such room. The Rule of Two must be respected.
 - b) 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 where Minors are present in 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 emergencies.

Photography / Video

- 9. Any photograph or video involving Athletes and/or Minor Individuals shall respect the following:
 - a) Photographs and video taken by a Person in Authority (or otherwise in their possession) 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/or Minor Individual.
 - b) The use of recording devices of any kind in locations where there is a reasonable expectation of privacy, such as a locker room, restroom, changing area or hotel room is strictly prohibited.
 - c) If any photographs or videos will be used on any form of public media, an Image Consent Form must be completed before any images are taken and used.

Physical Contact

- 10. It is recognized that some physical contact between Persons in Authority and Athletes and/or Minor Individuals may be necessary for various reasons including, but not limited to, teaching a skill or tending to an injury. Any physical contact shall respect the following:
 - a) Unless it is otherwise impossible because of serious injury or other justifiable circumstance, a Person in Authority must always clarify with an Athlete and/or Minor Individual where and why any physical contact will occur prior to the contact occurring. The Person in Authority must make clear that he or she

is requesting to touch the Athlete and/or Minor Individual and not requiring physical contact before the Athlete and/or Minor Individual is actually touched.

- b) Infrequent, non-intentional physical contact during a training session is permitted.
- c) Hugs lasting longer than five seconds, cuddling, physical horseplay, and physical contact unrelated to teaching a skill or attending to an injury initiated by the Person in Authority is not permitted. It is recognized that some Athletes and/or Minor Individuals may initiate hugging or other physical contact with a Person in Authority for various reasons (e.g., such as crying or celebrating after a performance), but this physical contact may only occur in an open and observable environment and should be limited to a few seconds.

Enforcement

- 11. Any alleged violations of this *Athlete Protection Policy* shall be addressed pursuant to Freestyle Canada's *Discipline and Complaints Policy*.

Privacy

- 12. The collection, use and disclosure of any personal information pursuant to this Policy is subject to Freestyle Canada's policies and practices regarding private and/or confidential information, or those of its Members, as applicable.

Appendix A – Image Consent Form

1. I hereby grant to Freestyle Canada and, as applicable, my Provincial/Territorial Division and club (collectively the "Organizations") on a worldwide basis, the permission to photograph and/or record the Participant's likeness, in any form, still or moving (collectively, the "Images"), and to use the Images to promote the sport and/or the Organizations through traditional media such as newsletters, websites, television, film, radio, print and/or display form, grants, funding applications and through social media such as Instagram, Facebook, YouTube, and Twitter. I understand that I waive any claim to remuneration for use of audio/visual materials used for these purposes. This consent will remain in effect in perpetuity; however, consent may be withdrawn by the Participant by the Participant notifying Freestyle Canada of such withdrawal in writing.
2. I hereby fully release, discharge, and agree to save harmless the Organizations, for any and all claims, demands, actions, damages, losses or costs that might arise out of the collection, use or disclosure of the Images or taking, publication, distortion of the Images, negatives, and masters or any other likeness or representation of the Participant that may occur or be produced in the taking of said Images or in any subsequent processing thereof, including without limitation any claims for libel, passing off, misappropriation of personality or invasion of privacy.
3. **I UNDERSTAND AND AGREE**, that I have read and understood the terms and conditions of this document. On behalf of me, my heirs and assigns, I agree that I am signing this document voluntarily and to abide by such terms and conditions.

Signed at this _____ day of _____, 20__.

Print Name of Participant: _____

Signature of Participant: _____

Signature of Parent/Guardian (if Participant is younger than the age of majority):
