



Safe sport guiding principles

1. Definitions :

'Duty of Care' is the requirement that reasonable care be taken to avoid acts or omissions that could expose risk factors to others inducing harm

'Representative' -All individuals engaged in activities on behalf of the NWT Swimming .Representatives include but are not limited to ,coaches, administrators, officials ,club directors, committee members and volunteers .

"Position of Trust " "A position in which an individual may exercise power over another for example a team manager or coach.

Vulnerable individual' Someone under the age of 19 and/ or a person who due to age, disability or circumstances is in a position of dependence on others and may be at greater risk of harm than the general population'.

2. Purpose

Everybody has the right to enjoy sport at whatever level or position they participate .All members and staff have the right to participate in safe and inclusive training and competition environments that are free from abuse, harassment or discrimination.

NT Swimming believes the welfare of everyone involved in sport is an important priority in particular the protection of children/athletes within the sport, this is the responsibility of each individual, member, club and special interest group in the swimming community

3 .Principal statement

NWT swimming provides a fun, healthy inclusive and safe environment through its member clubs by ensuring that the training and competitive environment is one where athletes, coaches, officials, and volunteers know they are safe and are treated with respect and dignity.

4 .Commitment to a safe sporting environment

NWT swimming in its understanding of duty of care will ensure standards and procedures are based on best practises, support a safe inclusive, open, observable and transparent sporting environment to all its members.

Safe sport focuses on the role , responsibility and practises of everyone involved in swimming to ensure the safety and development of athletes.

NWT swimming will make concerted efforts to avoid situations where a coach, official, or any representative might be alone with an athlete and/or vulnerable individual.

All interactions between an athlete and an individual who is in a position of trust should normally and wherever possible ,be in an environment or space that is both “open” and “observable” to others.

5 .Evaluation

NWT swimming will continue to evaluate and monitor all policies, practises and procedures, Applicable policies may include but are not limited to:

the **SAFE SPORT SUITE** of policies which include

Swimming NWT code of conduct and ethics

Coach registration and minimum requirements Policy (Swim Alberta)

Screening Policy (swim Alberta)

Discipline and Complaints Policy

Whistleblower Policy

Gender Equity Policy



Gender Equity Policy

Policy statement

NWT swimming governs itself with the belief and practise that equity is fair and just treatment for all individuals .Gender equality is the principal of a fair and equitable allocation of resources and opportunities for both males and females. To be equitable means to be fair and to appear to be fair.

The implementation of gender equality eliminates discriminatory practises which prevent full participation of either gender. Opportunities, and power become equally accessible to all. As such NWT swimming will maintain strong and directed initiatives that encourage woman's participation in the activities and events of the association, NWT swimming will work to promote Gender equality as a key component when implementing programs and policies.

Equality does not necessarily mean that all people must be treated the same ,nor does it mean to imply that females must participate in the same activities as males in order to be treated fairly .Equal opportunity for inclusion will be afforded to both males and females in a fair and unbiased environment

Objectives

To provide equal access to a range of choices for both males and females

To ensure that member's needs and interests are met in programs, administration officials and leadership

To ensure that all individuals receive fair and just treatment

To have equal representation of athletes, coaches, officials, volunteers and board members

To afford equal opportunities to athletes, coaches and managers for inclusion into Touring Teams

To afford equal opportunities for advancement within the Organization

NWT swimming will continue to promote swimming as an equal opportunity sport.