



## **ATHLETE PROTECTION POLICY**

***To be used in conjunction with the terms defined in Definitions Conduct and Definitions Policy.  
Additional terms are defined in the UCCMS***

### **Purpose**

1. This *Athlete Protection Policy* describes how Persons in Authority shall maintain a safe sport environment for all Athletes.

### **Interactions between Persons in Authority and Athletes – the ‘Rule of Two’**

2. Golf Canada requires that the ‘Rule of Two’ is followed for all Persons in Authority who interact with Athletes, to the maximum extent feasible. The ‘Rule of Two’ is a directive that says that an athlete must never be alone one-on-one with an unrelated Person in Authority.
3. Golf Canada recognizes that abiding by the ‘Rule of Two’ may not be feasible in some instances, given the dynamics of golf participation and golf training.
4. Persons in Authority must comply with the ‘Rule of Two’ to the fullest extent feasible. Compliance with the ‘Rule of Two’ involves adhering to the following guidelines:
  - a) To the maximum extent possible, the training environment should be visible and accessible so that all interactions between Persons in Authority and Athletes are observable.
  - b) Private and one-on-one situations that are not observable by another adult or Athlete should be avoided.
  - c) A Vulnerable Participant may not be alone under the supervision of a Person in Authority unless prior written permission is obtained from the Vulnerable Participant’s parent or guardian.
  - d) Persons in Authority may not invite or host Vulnerable Participants in their home without the written permission from parents or guardians or without parents or guardians having contemporaneous knowledge of the visit.
  - e) If a Person in Authority and an Athlete expect to be away from other Organizational Participants for a lengthy period of time (for example, they will be on the golf course together), they must inform another Person in Authority where they are going and when they are expected to return. Persons in Authority should always be reachable by phone or text message.

### **Communications**

5. For communication in any form between Persons in Authority and Athletes, following guidelines must be followed:
  - a) Persons in Authority may only send 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).
  - b) Individual communication with an Athlete must remain professional in tone. Communication between Persons in Authority and Athletes that is personal in nature should be avoided. If such personal communication is unavoidable, it must be recorded and available for review by another Person in Authority and/or by the Athlete’s parent/guardian (i.e., if the Athlete is a Vulnerable Participant).
  - c) Parents/guardians may request that their child not be contacted by a Person in Authority

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using any form of electronic communication and/or may request that certain information about their child not be distributed in any form of electronic communications.

- d) All communication between a Person in Authority and Athletes must be between the hours of 6:00am and midnight unless extenuating circumstances justify otherwise.
- e) Communication concerning drugs or alcohol use is not permitted, unless the communication relates to policies prohibiting its use.
- f) Communications may not include sexually explicit language, imagery, or content.

### **Travel**

6. For travel involving Persons in Authority and Athletes, adherence to the following guidelines is required:
  - a) Teams or groups of Athletes to travel with at least two Persons in Authority with them, to the extent that budget and logistical circumstances allow.
  - b) If two Persons in Authority cannot be present, reasonable efforts should be made to supplement supervision with screened parents or other volunteers.
  - c) To the maximum extent possible, a Person in Authority should not drive a vehicle alone with an Athlete unless the Person in Authority is the Athlete's parent or guardian.
  - d) A Person in Authority may not share a hotel room with an Athlete unless the Person in Authority is the Athlete's parent/guardian or spouse.
  - e) Room or bed checks during overnight stays must be done by two Persons in Authority.
  - f) For overnight travel when Athletes must share a hotel room, roommates must be age-appropriate (e.g., within approximately two years of age of one another) and of the same gender identity.

### **Locker Rooms / Changing Areas**

7. For locker rooms, changing areas, and other closed meeting spaces, adherence to the following guidelines is required:
  - a) Interactions between Persons in Authority and Athletes should not occur in any area where there is a reasonable expectation of privacy - such as a locker room, washroom or changing area. A second adult should be present for any necessary interaction between an adult and an Athlete in any such area.

### **Photography / Video**

8. For all photography and video of an Athlete, adherence to the following guidelines is required:
  - a) Photographs and video should be taken in public view. Content must observe generally accepted standards of decency, and be both appropriate for and in the best interest of the Athlete.
  - b) The use of recording devices in any areas where there is a reasonable expectation of privacy – such as locker rooms or washrooms - is strictly prohibited.
  - c) If content featuring an Athlete will be used on any form of public media, an Image Consent Form (Appendix A – Athlete Protection Policy Image Consent Form) must be completed before the content is recorded.

### **Physical Contact**

9. Some physical contact between Persons in Authority and Athletes may be necessary for various reasons including, but not limited to, teaching a skill, or tending to an injury. For physical contact, adherence to the following guidelines is required:
  - a) A Person in Authority must always request permission to make physical contact from the

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Athlete in advance and clearly explain where, why and how the physical contact will occur. The Person in Authority must make clear that they are requesting to touch the Athlete and not requiring physical contact.

- b) Infrequent, incidental physical contact during a training session is not considered a violation of policy.
- c) Non-essential physical contact may not be initiated by the Person of Authority. It is recognized that some Athletes may initiate non-essential physical contact such as hugging or other physical contact with a Person in Authority for various reasons (e.g., such as celebrating or crying after a poor performance). This physical contact should always occurs in an open and observable environment.

### **Enforcement**

- 10. Any alleged violations of this *Athlete Protection Policy* shall be addressed pursuant to Golf Canada's *Discipline and Complaints Policy*.
- 11. Any violation of this Policy that may be considered "Prohibited Behaviour" or "Maltreatment" (as defined in the UCCMS) when the Respondent is an Organizational Participant who has been designated by Golf Canada as a UCCMS Participant (as defined in the *Discipline and Complaints Policy*), will be handled pursuant to the policies and procedures of the Office of the Sport Integrity Commissioner ("OSIC"), subject to the rights of Golf Canada as set out in the *Discipline and Complaints Policy* and any applicable workplace policies.

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## Appendix A – Athlete Protection Policy Image Consent Form

Name of Athlete (print): \_\_\_\_\_

1. I hereby grant to Golf Canada and the [insert applicable Provincial Golf Association and/or Member Club] (collectively the “Organizations”) on a worldwide basis, the permission to photograph and/or record the Athlete’s image and/or voice on still or motion picture film and/or audio tape (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, and through social media including but not limited to 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.
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 Athlete 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.

Signature of Athlete: \_\_\_\_\_

**OR**, if the Athlete is younger than the age of majority

Signature of Parent/Guardian: \_\_\_\_\_

Date: \_\_\_\_\_