Safe Sport Policy
As of _____ 2025

Introduction

The Alberta Deaf Sports Association (ADSA) is committed to providing a safe, welcoming, accessible, and inclusive sport environment that is free from abuse, harassment, discrimination, and all forms of maltreatment. This Safe Sport Policy outlines our commitment to uphold the highest standards of respect, safety, and integrity in sport, consistent with The Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) and in alignment with the Canadian Deaf Sports Association (CDSA).

Scope

This policy applies to all individuals affiliated with ADSA, including but not limited to:

- Athletes
- Coaches
- Officials
- Volunteers
- Interpreters
- Employees
- Board members
- Contractors
- Event participants and spectators at ADSA-sanctioned events

It applies to all ADSA activities, including training, competition, travel, meetings, and social media interactions.

Guiding Principles

ADSA is guided by the following principles:

- **Safety**: Sport environments must be physically, psychologically, and socially safe.
- **Respect**: Everyone involved in sport must be treated with dignity and respect.
- **Equity and Inclusion**: All participants, including those who are Deaf, hard of hearing, LGBTQ2S+, Indigenous, racialized, or persons with disabilities, must be able to participate fully.
- **Accountability**: Individuals and organizations must be held accountable for their actions.

Adoption of the UCCMS

ADSA adopts the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) as the foundational framework for:

- Preventing abuse, harassment, and discrimination
- Defining prohibited behaviors (e.g., physical, emotional, sexual abuse, neglect, grooming, retaliation)
- Establishing expectations for reporting, investigation, and sanctioning
- Promoting training and education for all participants

ADSA will regularly review and update its policies to remain compliant with the latest version of the UCCMS.

Alignment with the Canadian Deaf Sports Association (CDSA)

For all interprovincial and national events sanctioned by the Canadian Deaf Sports Association, ADSA will:

- Ensure participant conduct aligns with CDSA's Safe Sport standards
- Collaborate with CDSA in managing complaints or incidents occurring during national-level events
- Share relevant information with CDSA (within privacy limits) for the purpose of investigating and addressing maltreatment
- Promote consistency across provincial and national levels
- All reports to be submitted through CDSA's third party safe sport reporting system for events hosted and partnered with CDSA.

Responsibilities

a. ADSA Board of Directors

- Ensure oversight and enforcement of this policy
- Appoint a **Safe Sport Officer** to manage implementation and handle complaints
  Provide annual training on UCCMS and safe sport principles

b. Coaches and Team Officials

- Complete mandatory training (e.g., Respect in Sport, Safe Sport Training)
  Model respectful, inclusive, and safe behavior
- Report any suspected incidents of maltreatment

c. Athletes

- Treat others with respect and dignity
- Report any experiences of harm or safety concerns

- Participate in Safe Sport education

d. Parents and Spectators

- Support a positive, inclusive environment
- Refrain from behavior that may be considered abusive, discriminatory, or intimidating

Reporting and Responding to Maltreatment

a. Reporting Mechanisms

- Reports of maltreatment may be made verbally or in writing to a safe point of contact on the ADSA Board of Directors in confidentiality.
- Anonymous reports will be reviewed, but may limit follow-up
  Urgent or criminal matters will be referred to law enforcement

b. Confidentiality

- All reports will be handled with confidentiality, consistent with legal and organizational requirements

c. Investigation

- Complaints will be managed by qualified third-party professionals when necessary
- Investigations will follow due process and respect the rights of all parties

d. Sanctions

- Sanctions may include education, suspension, expulsion, or referral to legal authorities
- Sanctions will be proportionate and transparent

Safe Sport Training and Education

ADSA will:

- Provide and require regular Safe Sport training for all staff, coaches, and volunteers
- Promote awareness of UCCMS and safe sport practices through workshops, resources, and digital content
- Offer Deaf-accessible training options (e.g., ASL interpretation or captioned modules)

Accessibility and Inclusion

ADSA is committed to:

- Ensuring all safe sport materials and complaint processes are accessible in American Sign Language (ASL) and English
- Working with interpreters and Deaf advisors to adapt materials for the Deaf community
- Promoting inclusive practices that recognize the unique experiences of Deaf and hard-of-hearing athletes

Policy Review

This policy will be reviewed annually or as needed to reflect changes in UCCMS, CDSA policies, or provincial/national legislation.

Contact

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Appendix: Resources

- UCCMS - Universal Code of Conduct to Prevent and Address Maltreatment in Sport (via Sport Integrity Commission)
- Canadian Deaf Sports Association (CDSA)
- Respect in Sport
- Coaching Association of Canada - Safe Sport Training