NEW BRUNSWICK TABLE TENNIS ASSOCIATION
SAFE SPORT POLICY

Definitions

1. The following terms have these meanings in this Policy:

a) "*Individuals"* – Individuals employed by, or engaged in activities with, the New Brunswick Table Tennis Association (NBTTA) including, but not limited to, athletes, coaches, convenors, officials, volunteers, managers, administrators, committee members, parents and guardians and spectators at events, and Directors and Officers of the NBTTA.

b) "*Person in Authority*" – An Individual who holds a position of authority within the NBTTA including, but not limited to, coaches, managers, support personnel, chaperones, and Directors.

Purpose

2. This Policy describes how the NBTTA aims to provide a safe sport environment. The NBTTA will follow the harmonized rules of The Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) to advance a respectful sport culture that delivers quality, inclusive, accessible, welcoming, and safe sport experiences. The NBTTA will advance the principles of the UCCMS in its policies.

Commitment to True Sport Principles

3. The NBTTA commits to the True Sport Principles which are:

a) **Go for It –** Rise to the challenge – always strive for excellence. Discover how good you can be. b) **Play Fair –** Play honestly – obey both the letter and spirit of the rules. Winning is only meaningful when competition is fair.

c) **Respect Others –** Show respect for everyone involved in creating your sporting experience, both on and off the field. Win with dignity and lose with grace.

d) **Keep it Fun –** Find the joy of sport. Keep a positive attitude both on and off the field. e) **Stay Healthy –** Place physical and mental health above all other considerations – avoid unsafe activities. Respect your body and keep in shape.

f) **Include Everyone –** Share sport with others. Ensure everyone has a place to play.

g) **Give Back –** Find ways to show your appreciation for the community that supports your sport and helps make it possible.

Pledge

4. The stakeholders, members, and leaders of the NBTTA are expected to live the True Sport Principles and the NBTTA pledges to embed the True Sport Principles in its governance and operations in the following ways:

a) Conduct Standards – The NBTTA will adopt comprehensive conduct standards that are expected to be followed by Individuals;

b) Athlete Protection – The NBTTA will provide coaches and other stakeholders with general and sport- specific athlete protection guidelines;

c) Dispute Resolution and Investigations – The NBTTA will have dispute resolution processes that are confidential and procedurally fair and that require independent investigation for certain alleged violates of the conduct standards;
d) Strategy – The NBTTA will have strategic plans that reflects the organization's mission, vision, and values;
e) Governance – The NBTTA will have a diverse blend of sport leaders and will adhere to principles of good governance;
f) Risk Management – The NBTTA will intentionally manage risks to its operations and events through the use of risk management plans and/or risk registries.

Conduct Standards

5. The NBTTA will adopt a *Code of Conduct and Ethics* that describes standards of conduct and behaviour for all Individuals. General standards of conduct will apply to all Individuals and specific standards will be described for positions within the organization. The *Code of Conduct and Ethics* will have specific sections, including but not limited, to:
    a) Athletes
    b) Coaches
    c) Officials
    d) Directors and Committee Members
    e) Parents and Spectators

6. The *Code of Conduct and Ethics* will contain detailed definitions of key terms, including:
    a) Harassment
    b) Sexual Harassment
    c) Workplace Harassment
    d) Workplace Violence
    e) Discrimination
    f) Hazing

7. The *Code of Conduct and Ethics* will include the following definition of Hazing:
    a) Hazing is a form of conduct that exhibits a potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking individual by a more senior individual, which does not contribute to either individual's positive development, but is required to be accepted as part of a team or group, regardless of the junior-ranking individual's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate or group member based on class, number of years on the team or with the group, or ability

8. The NBTTA will adopt an *Abuse Policy* that will define "vulnerable individuals" and describe the types of abuse (e.g., Physical Abuse, Sexual Abuse, Emotional Abuse, and Neglect) that vulnerable individuals may be subjected to.

Anti-Doping

9. The *Code of Conduct and Ethics* will indicate that the NBTTA adopts and adheres to the Canadian Anti-Doping Program.

Social Media

10. The NBTTA will adopt a *Social Media Policy* that describes standards of conduct that are expected on social media by Individuals. The *Social Media Policy* will indicate specific conduct standards and risks that are

common and/or exclusive to social media.

11. The *Social Media Policy* will highlight the importance of responsible coach-athlete interaction on social media and will provide examples of violations of conduct standards.

Athlete Protection

Screening

12. The NBTTA will adopt a comprehensive *Screening Policy* that requires some Individuals to pass a screening process before being permitted to interact with athletes. The *Screening Policy* will:
    a) Categorize positions in the organization as 'Low Risk', 'Medium Risk', and 'High Risk' and require progressive screening measures for individuals serving in each category of risk;
    b) Describe how frequently some Individuals must obtain a police records check and which type of check(s) they must obtain;
    c) Describe how frequently some Individuals must submit Screening Disclosure Forms and Screening Renewal Forms;
    d) Empower a Screening Committee to prohibit Individuals who do not pass screening from participating in certain positions;
    e) Empower a Screening Committee to attach conditions to an Individual's participation in certain positions.

13. The NBTTA will develop general and sport-specific *Athlete Protection Guidelines* that can be used by coaches, managers, medical personnel, and other persons in authority. The NBTTA may provide training on the guidelines and take steps to ensure the guidelines are being implemented. The NBTTA will conduct a regular review of the guidelines to add and/or modify new guidelines as appropriate.

Resources

14. The NBTTA will regularly provide information to Individuals about resources and training related to athlete protection. Resources and training opportunities can include:
    a) NCCP modules
    b) Respect in Sport
    c) Commit to Kids
    d) https://cces.ca/report-safe-sport
    e) The UCCMS Abuse-Free Sport

Athlete Engagement

15. The NBTTA will engage with athletes to determine the level of success of their athlete protection measures as well as to identify any gaps or athlete concerns. This engagement may take the form of: a) Anonymous athlete surveys;
    b) Athlete involvement in organizational decision-making;
    c) Independently-led athlete outreach consultations.

Dispute Resolution

16. The NBTTA will have a comprehensive suite of dispute resolution policies that will include:
    a) *Discipline and Complaints Policy*
    b) *Appeal Policy*
    c) *Dispute Investigations and Resolution Policy*

17. Taken together, the suite of dispute resolution policies will include the following features:
    a) An independent individual to whom complaints can be submitted;

b) Sanctions for violations of conduct standards;
c) Mechanism for suspension of individuals pending the conclusion of the process;
d) Unbiased and experienced case managers, decision-makers and/or investigators;
e) Protection from reprisal for submitting complaints;
f) Anonymity for the complainant in cases of whistleblowers;
g) Independency of appeal procedures (when appeals are permitted);
h) Opportunity for alternate dispute resolution;
i) Investigations of certain complaints (e.g., when required by law and/or when the complaint involves harassment, abuse, or discrimination);
j) In-event discipline procedures (when an event does not have its own disciplinary procedures).

Alignment

18. The NBTTA recognizes the importance of safe sport for athletes and participants across the province and country. The NBTTA will adopt a *Reciprocation Policy* that will require:
    a) Member Minor Associations/Clubs to report discipline decisions to the NBTTA;
    b) The distribution of discipline decisions to all applicable Member Minor Associations/Clubs when necessary;
    c) Table Tennis Canada, Provincial/Territorial Organizations and Member Clubs to recognize and enforce sanctions imposed by Table Tennis Canada, a Provincial/Territorial Organization, or a Member Minor Association/Club when necessary.

Obligations – Reporting and Third-Party Case Management

19. The policies of the NBTTA will include requirements that certain complaints must be reported to government entities, local police forces, and/or child protection agencies.

20. The policies of the NBTTA will include requirements that certain complaints (e.g., those related to harassment, discrimination, and abuse) must be handled by an independent third party that has no direct affiliation with the NBTTA.

Records

21. The NBTTA will retain records of decisions that have been made pursuant to the organization's policies. These records may be shared with other individuals or organizations, including but not limited to, national sport organizations, provincial sport organizations, multi-sport organizations, and government entities.

Governance and Operations

22. The NBTTA will have a comprehensive Strategic Plan in which athlete protection and safe sport are top priorities for the organization.

23. The NBTTA will pursue a governance structure that reflects the diversity of the athletes and stakeholders within the sport, that adheres to all applicable federal and/or provincial/territorial legislation, and that moves toward a national and provincial alignment strategy for the sport in Canada and New Brunswick. The NBTTA will continually monitor and evaluate its policies, practices, and procedures.

Review and Approval

24. This Policy was reviewed and approved by the NBTTA Board of Directors on February 3rd, 2025.