

## **Guelph Minor Softball Association**

### **Safe Sport Statement**

Guelph Minor Softball Association (hereinafter referred to as GMSA.) has a fundamental obligation and responsibility to protect the health, safety and physical and mental well-being of every individual that is involved with its association.

Should any individuals involved with GMSA including but not limited to Athletes, coaches, officials, volunteers, and parents/guardians of Athletes, wish to report any instance of misconduct or maltreatment, they may do so directly to GMSA, which will then determine the appropriate forum and manner to address the complaint. If the GMSA disciplinary committee is unable to deal with your concerns appropriately please contact: [safesportofficer@safe-sport.ca](mailto:safesportofficer@safe-sport.ca)

GMSA makes the following commitments to a safe sport environment:

- All Participants in sport can expect to play, practice and compete, work, and interact in an environment free from maltreatment.
- All GMSA coaching staff will be appropriately trained on, and practice making ethical decisions.
- All interactions between an athlete and an individual who is in a position of trust will be in an environment or space that is both open and observable to others. Open and observable environments also apply to online communication.
- Our coaches and support staff will be trained in "the rule of 2"; training sessions will include a minimum of 3 people. At no time will a coach be alone with a single athlete.
- GMSA understands that screening volunteers is an essential part of providing a safe environment for our organization.
- Addressing the causes and consequences of maltreatment is a collective responsibility and requires the deliberate efforts of all Participants, sport stakeholders, sport club administrators and organization leaders.
- Participants in positions of trust and authority have the general responsibility to protect the health and well-being of all other Participants.
- Adult Participants have a specific ethical and statutory duty and the additional responsibility to respond to incidents of Maltreatment involving Minors and other Vulnerable Participants.
- All Participants recognize that maltreatment can occur regardless of age, sex, sexual orientation, gender identity or expression, race, ethnicity, Indigenous status, or level of physical and intellectual disability and their intersections. Moreover, it is recognized that those from traditionally marginalized groups have increased vulnerability to experiences of maltreatment.
- All Participants recognize that individuals who have experienced maltreatment may experience a range of effects that may emerge at different time points and that can profoundly affect their lives.
- All adults working with children and youth have a duty to prevent or mitigate opportunities for misconduct.
- In recognition of the historic vulnerability to discrimination and violence amongst some groups, and that continues to persist today, Participants in positions of trust and authority have a duty to incorporate strategies to recognize systemic bias, unconscious bias, and to respond quickly and effectively to discriminatory practices.