



Policies and Procedure Manual

Provincial Canada
Games Committee

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1.0 Introduction

The PEI Provincial Canada Games Committee is tasked with overseeing PEI's participation in the Canada Games. This is done through policy development, the management of the Team PEI Canada Games budget and working collaboratively with all the various partners involved in the Games. This policy and procedures manual is designed to provide provincial sport organizations, coaches, managers and mission staff members with an overview of the games, lays out the responsibilities for participation and provide general information on various partners and their roles.

2.0 Canada Games

Spark Greatness is the Canada Games slogan and they work to be a catalyst for the growth of sport and recreation across Canada. The Games take place every two years alternating between summer and winter and rotating among all the provinces and territories. The first games were held in Quebec City in 1967, and the games were hosted three times in PEI (1991 winter, 2009 summer & 2023 Winter).

The Canada Games:

- Develops the next generation of National, International and Olympic Champions for future success on the international stage
- Are one of the largest multi-sport national events in the world and shines a bright light on amateur sport across Canada
- Provide athletes with the opportunity to pursue excellence in sport while representing their province or territory.

The Canada Games Foundations are to:

- Be Athlete Centered
- Provide Equal Access
- Develop Sport and Athletes Across Canada
- Grow the Profile of the Canada Games
- Grow Private Sector Funding of the Canada Games
- Grow Public Interest in Sport
- Develop Transfer of Knowledge Programs
- Target the Next Generation of High-Performance Athletes

3.0 Province of PEI

The Province of PEI has been an active participant in the Canada Games since their inception and has supported thousands of Island athletes, coaches and managers to participate in Games spanning all ten Provinces and the Yukon Territory. The government of PEI, through the Minister responsible for sport, appoints membership to the Provincial Canada Games Committee by filling the following positions:

- A. Chair – Director of Sport for the Province of PEI
- B. Past Chef de Mission
- C. Current Chef de Mission
- D. Former Canada Games Team Official
- E. Former Canada Games Athlete

- F. Representative of a Provincial Sport Organization
- G. Representative of Sport PEI
- H. Member at Large
- I. Provincial Amateur Sport Coordinator

4.0 Partners in the Games

The success of the Canada Games is directly related to a large number of partnerships that exists for the staging and the execution of the Games.

Canada Games Council (CGC)

Is a not for profit organization based in Ottawa and oversees the Canada Games movement. Their board and staff develop the policies that govern the games, work with the local host societies in the staging of the games and support knowledge transfer from one set of games to the next. They are also responsible for coordinating the process for sport selection to the Games program, market the Canada Games brand and control the rights and properties of the Games.

Government of Canada (GOC)

The GOC is one of the key funding partners in the Games providing resources to the host society and the CGC for the delivery and execution of the Games. Through Sport Canada, they also work closely with the Provincial/Territorial ministers of sport to ensure the games are meeting the objectives they were set out to do.

Provincial/Territorial (P/T) Governments

Provide P/T leadership to their games program and work closely with their provincial and territorial sport organizations in preparing their delegation for the Games. Each P/T operation is slightly different in how they manage the Games file. In PEI, the Sport, Recreation and Physical Activity division is closely linked with the Provincial Canada Games Committee and is responsible for appointing the chef and assistant chef de missions. They also provide funding for the performance stream within the Amateur Sport Funding Program.

Host Society

Have the primary responsibility of staging the games in their particular community or region of the host province. Generally this is done through a bid process, where the successful bid wins the right to stage the games.

National Sport Organizations (NSO)

These include groups such as Basketball Canada and Biathlon Canada who work with the Canada Games Council to develop the technical packages for their respective sports. These packages operate as the overall guide for that sport's participation in the games including team size, support staff allowed, competition type, athlete criteria, etc.

Provincial/Territorial Sport Organizations (PSO)

The PSO's are the P/T affiliates of the NSO's and are responsible for developing their high performance plan which leads into the participation in the Canada Games. The PSO's are responsible for assigning their team staff and the development of policies around team selection, pre-games preparation and the overall management of their high performance program.

Chef de Mission

The Chef de Mission is the overall lead for each provincial/territorial delegation. The Chef de mission is the main liaison between their team and the host society and the Canada Games Council. The chef is supported by one or two assistant chefs de mission and a mission staff.

Mission Staff

The mission staff is a team of volunteers who carry out a variety of roles to support the logistics and communications required of the delegation. This allows the team staff (coaches and managers) to focus on the preparation of their teams for competition of the games.

Coaches and Managers

These team officials are responsible for selecting the athletes to represent their sport and then training those athletes to compete in the Games. They are also the main contact for the chef de mission and each sport team. They are appointed by their provincial sport organization.

Athletes

The athletes selected to represent their province at the Canada Games must meet the eligibility criteria as set out in their sport's Canada Games technical package and must maintain their good standing with their provincial sport organization and provincial delegation.

5.0 Roles and Responsibilities (PEI Partners)

Dept of Health and Wellness – Sport, Recreation and Physical Activity Division

- Chair the Provincial Canada Games Committee Inc.
- Recommend members to the Provincial Canada Games Committee Inc. for ministerial approval
- Provide funding for the performance plans of the sports on the Canada Games Calendar
- Appoint the chef and assistant chef de mission

Provincial Canada Games Committee Inc.

- Set the policy for Team PEI's involvement in the Games
- Oversees Team PEI's participation in the games
- Approves all budgetary expenses related to non-team preparation costs
- Makes recommendations concerning the Canada Games program to the Minister responsible for Sport

Provincial Sport Organizations

- Oversee their sport's involvement in the Canada Games program
- Develop a process to select the coaching staff and team manager(s) as per the technical package
- Ensure the coaching staff and athletes complete all the necessary paperwork and meet the eligibility requirements to participate in the games
- Ensure that the coaching staff have developed and shared the selection process prior to the start of tryouts. The selection process should identify:
 - The communication process to inform eligible athletes of the tryouts
 - The various steps and grading metric that will be followed in the selection of the team

- Procedures on how the athletes will be advised as to who has made the team
- An appeal procedure that allows athletes/parents to raise any concerns related to the selection procedure not being followed
- Oversee the team's budget
- Responsible for any major disciplinary issues and informing the chef de mission of any potential controversies

Note: The team selection process must be shared with the Chef de Mission for review prior to it being circulated to the membership.

Chef de Mission

- Responsible for the overall delivery of the Canada Games program
- Participate in all conference calls and meetings with the host committee and the Canada Games council in the lead up, during and following the Games
- Primary liaison with the coaching staff and PSO's who are on the Canada Games calendar
- Lead the mission staff, assign members to committees and set out work responsibilities
- Be the primary spokesperson for Team PEI
- Attend Provincial Canada Games Committee meetings and keep the committee members up to date on any issues or concerns relating to Team PEI.

Mission Staff

- Responsible for their area of responsibility as assigned by the chef de mission and any committee work assigned
 - Team liaison mission must work hard to build a relationship with their respective teams and provide as much support as possible to the teams
 - Communications mission need to develop the appropriate relationships with team officials and media to tell the Team PEI story
 - Office staff mission need to gain a great understanding of all the games processes to support the teams.
- Attend their respective week of the games and carry out their duties to the best of their ability
- Attend the daily mission staff meeting and then share the pertinent information with the coaching staff and teams
- Read and understand the Team PEI Code of Conduct
- Bring any post-games recommendations to the chef de mission for their final report.

Head Coach with support from Assistant Coaches and Manager(s)

- Provide overall leadership for the team
- Meet the necessary NCCP competencies as required in the technical package to coach at the Games
- Read and understand the Team PEI policies and procedures as well as the code of conduct
- Sign the coach or manager contract and abide by all the rules set out by the Canada Games Council, Host Society and Team PEI
- Hold tryouts and select the team as per the selection process

- Follow through on the training and competition plan for the team
- Participate in any high-performance training and test program as set out by the Provincial Canada Games Committee Inc in partnership with the Canadian Sports Center Atlantic.
- Provide good communication to the team and by extension the parents and family members
- Responsible for the overall behavior of their players during the games and keeping the chef de mission apprised of any situations that may arise
- Read, understand and sign the team official agreement form (see page 23)

Athletes

- Represent their province with distinction by giving their best on the field of play, following the true sport principles and being a wonderful ambassador of PEI during their involvement with the Games
- Participate in their team's training and competition program
- Read and understand the Team PEI code of conduct and abide by the directions written within
- Attend and fully participate in all Team PEI activities in the lead up and during the Canada Games
- Read, understand and sign the athlete agreement form (see page 24)

6.0 Selection Process

The chef de mission, mission staff, team staff, support staff and any other participants who will be attending the Games or be involved with the athletes in the lead up to the Games must abide by the safe sport policies as adopted by the Provincial Canada Games Committee Inc. including:

- Having a recent (within the past 18 months) police record check and vulnerable sector check on file with the Provincial Canada Games Committee
- Abide by the rule of two, whereby no adult regardless of gender will be alone in a space with an athlete. Any interaction should include at least two members of the team staff or be in a public space where others can see you.

Chef de Mission

The chef de mission will be appointed by the Sport, Recreation and Physical Activity division.

Assistant chef de Mission

The assistant chef(s) will be selected by the Sport, Recreation and Physical Activity division in partnership with the chef de mission.

Head Coach

The selection of the head coach is the responsibility of the provincial sport organization and should be done no later than 30 months prior to the opening ceremonies to allow enough time for the various processes to unfold (team selection, coaching certification, training etc.). Coaches at the Canada Games must meet the certification as outlined in their sports technical package and therefore the consideration of whether a coach has enough training in place to meet that standard should be a consideration of selection.

Assistant Coach and Team Manager(s)

These positions also fall to the Provincial sport organization to select these positions and generally this is done in communication with the head coach. These positions need to fall in line with how many

positions, gender requirement and coaching certification as communicated in the technical package. A PSO needs to clearly identify who of their coaching staff represent those positions outlined in the technical package if they appoint “extra” coaches or managers.

Athletes

Athlete selection should be tied directly to the athlete selection policy which needs to be clearly in place and circulated prior to the start of team selections. It is the head coach’s responsibility to make sure all athletes and/or parents clearly understand the selection process and commitment to training/competition prior to the start of tryouts. The selection process should be widely publicized within the sport organization and explained as part of the orientation meeting.

Athletes who do not make the final team should be provided with some feedback on why they did not make the team and some areas to concentrate on for continued growth and improvement.

Eligibility for Team PEI

The eligibility of any athlete that isn’t clearly articulated within the technical package shall be determined by the Sport Committee of the Canada Games Council. Should there be any questions at all, they should be brought to the Chef de Mission as early as possible to get full approval from the Canada Games Council.

Team Selection Guidelines & Recommendations

- A. The team selection policy must be voted on and approved by the Provincial Sport organization board of directors and then forwarded to the Chef de Mission for review. If any questions or edits are required, the document will be sent back to the sport for additional work. Once the policy is approved, the PSO will receive word from the PCGC Inc. and it may be published on the Team PEI website.
- B. The team selection policy should be circulated at least 30 days before the start of tryouts
- C. The selection criteria should include:
 - a. Objective and measurable performance standards
 - b. Attendance requirements and parameters for injury or for an athlete who does not meet the attendance requirements for whatever reason
 - c. Indicate which standards must be met for individual time/weight/accuracy-based sports
 - d. Minimum performance standards that the athlete should achieve in order to attend the Games
 - e. Key dates, events and activities related to the selection process
 - f. A final team selection date at least three months prior to the start of the Canada Games unless there is a legitimate reason to wait longer for the final selection
 - g. Plain, easy to understand language
- D. Once the coaches have finalized their list, they should provide that list to their provincial sport organization for ratification and then communicate the final team to those on the training team.
- E. The coach should make themselves available for 48 hours to respond to any questions any training team athletes who were dropped have regarding selection.
- F. Any athletes named as alternates must be informed that they do not receive any Team PEI items (clothing, pins, etc.) or participate in any Team PEI events (rally, ceremonies, games) unless there is

a reason they are added to the team due to another athlete being injured, choosing not to play or being dismissed.

Injured Athletes

Only athletes who are able to compete are eligible to attend the games. If an athlete is injured prior to attending the games and is no longer able to compete, that athlete is not eligible to attend. The team can add a replacement if a suitable replacement is available who is able to attain the minimum standard. If an athlete is injured but there is a chance, they might be able to compete, a doctor's note is required and must be provided to the chef de mission prior to departure.

Resignation from a Team

If a player chooses not to attend the Games for whatever reason, they are required to let their coach know as soon as possible. The coach then needs to let either their mission liaison or the chef de mission know right away. If a suitable replacement is available, the coach may select that person based on their selection criteria and are required to inform the chef de mission.

Dismissal from a Team

Should a coach be required to dismiss an athlete from a team, the following steps are suggested:

- A. A written letter from the coach sent to the President of the Provincial sport organization and the chef de mission.
- B. A meeting (phone or in person) with the athlete, parent(s) and PSO liaison to explain the situation and the resulting removal from the team.
- C. A pre-determined spokesperson to deal with any potential public follow up (media or sport membership)

It is highly suggested that each sport has their own code of conduct, and it is shared in writing, reviewed and explained early in the team selection process to deal with any potential situations that arise during the selection process or in the lead up to the games. Once athletes begin their travel to the Games, they then fall under the Team PEI code of conduct and all discipline relates to that document.

Athlete Substitutions

A team is able to make a substitution right up to the moment the team departs to the Games. Substitutions should be athletes who meet the necessary performance standard to attend the Games and prior to any substitution being named, a conversation with the PSO and the chef de mission must take place to ensure eligibility and proper process is followed.

7.0 Appeals

The information below is related to the Provincial Canada Games Committee Inc.'s appeals process. Please note that it is the 2nd and final level of appeal. Provincial Sport Organizations should have their own appeal process, and it is suggested that it aligns with the information presented below.

Grounds for an appeal

An athlete, coach, manager or support staff member who is not selected for a position, suspended from a position or dismissed from a team has the right to request an appeal should there be appropriate grounds for an appeal. Just because someone doesn't like the outcome of a decision does not make it

an appealable decision. One of the following four items needs to have happened in order for there to be grounds for an appeal.

- Lack of procedural fairness, the person making the decision didn't have the right to make the decision;
- Misinterpretation of bylaws, policies or rules, the procedures that were in place for team selection or discipline were not followed;
- Making a decision which failed to consider relevant information;
- Making a decision that was unreasonable in relation to the activity that caused the discipline or dismissal.

Level 1 Appeal

All appeals (unless the activity takes place during the Canada Games) must go through the Provincial Sport Organization appeal process. It is up to the appellant to understand the various timelines and steps required to file an appeal and these should be easily obtained through contact with the Executive Director or President of their Provincial Sport Organization. All Level 1 appeal process must be submitted to the Chef de Mission at the same time as your team selection policy is submitted.

Level 2 Appeal

If the appellant feels that their concern was not adequately heard or they believe there was some form of bias at the PSO level appeal, they can request a second level appeal from the Provincial Canada Games Committee Inc.

Level 2 Appeal Procedure

1. Within 72 hours of the appellant receiving the results of the Level 1 appeal, if the appellant feels there are grounds for a second appeal, they must send a written request to the chair of the Provincial Canada Games Committee stating the grounds for why they are requesting an appeal.
2. The chair will review the information, speak with the parties involved and if the appeal does move forward, the chair will inform the provincial sport organization and the chef de mission and will put an appeal committee in place. The appeal committee will decide if there are grounds for an appeal and then if required hear the appeal.
3. The appeal committee will be comprised of three people who one of which will serve as the chair. These members ideally will have a background in sport and a sound understanding of organizational policies, structures and selection procedures. The members shouldn't have any direct association with the sport or the people involved.
4. Within seven (7) days from receiving the documentation, the chair of the appeals committee will gather the members of the appeals committee and review the information provided to determine if there are grounds for an appeal. If they feel there is no grounds for an appeal, they will advise the appellant in writing as to the reasons and the appeal will be deemed closed. If there are grounds for an appeal, the committee will proceed and arrange a hearing.
5. The appeals committee hearing will be conducted under the leadership of the chair of the appeals committee and must have the following conditions met:
 - a. The hearing must be held within 14 days of the committee's decision to hear the appeal

- b. The appellant and respondent are provided a minimum of 5 days notice of the time, date and location of the hearing
 - c. The appellant and respondent agree that the decision of the committee will be binding and there will be no more levels of appeal
 - d. Quorum shall be all three members of the appeal committee
 - e. Decisions shall be by majority vote
 - f. Any written additional documentation the appellant or respondent wish to submit needs to be provided at least 48 hours prior to the hearing
 - g. Both the appellant and respondent may be accompanied by a representative or adviser
 - h. The appeals committee have the right to invite other participants to the hearing to provide additional evidence or information
 - i. The appeal can be done via phone or video conference in cases where distance between participants is challenging to get everyone together
6. Within 72 hours of the hearing, the chair of the appeals committee shall issue a written decision, including reasons, as to the why the level 1 decision was upheld or overturned. Copies of the decision will be sent to the appellant, respondent, PSO and chair of the PCGC Inc.
 7. If the timing around the appeal is such that a decision is required quickly (ie. Teams are heading to the Games shortly), the chair has the right to implement a revised timeline to conclude the appeal in a timely manner.
 8. The appellant has the right to request a document review as opposed to a full hearing. If the respondent agrees to this process, the committee shall ask both parties to submit their documentation. The committee does reserve the right to seek out additional information that isn't provided in the documentation presented.
 9. The decision of the appeal committee shall be final and binding and not open to any further appeal.

8.0 Team PEI Clothing and Pins

All final team members (athletes, coach, manager, support staff and mission staff) of Team PEI will receive an official uniform to be used for ceremonial functions in the lead up to and during the Games. Team members are the official positions as laid out in each sport's technical package. Team members will also receive a set of pins for trading purposes. The final amount and design of the pins will be shared with teams prior to the games and there will be opportunity for teams to purchase additional pins if they so wish.

During specific events in the lead up to and during the games the chef de mission will identify the dress code and all members of Team PEI are required to wear those items during that time. These occasions include, but are not limited to:

- Pre-games athletes rally
- Travel to the Games
- Opening and Closing ceremonies
- Medal Ceremonies
- Press conferences or media interviews

Trading uniforms is a popular activity at the games. All members of Team PEI are advised that week 1 athletes must wait until all their competition and any chance for a medal or media interview has passed before trading any of their clothing. Week 2 athletes must wait until the completion of the closing ceremonies before exchanging any team clothing.

Competition Uniforms

Each province and territory have specific team colors and PEI's is Kelly green with white and black trim. Unless otherwise stated in the technical package, those are the colors that should be used for selecting the uniforms athletes wear in the field of play. Each sport (Provincial sport organization) is responsible for designing and ordering their own competitive uniforms, but they must conform to the requirements laid out in the technical package and meet the Canada Games council commercialization and sponsorship policy.

It is always a good practice to share any uniform designs with the chef de mission prior to sending the designs to production. Here are a few of the key points from the commercialization and sponsorship policy:

- There is to be no advertising or sponsorship placed on any part of the competitive uniform or any warm up clothing that is used in the field of play.
- The manufacturer's name or trademark logo must not be embellished in any way and must be the same size it would be if you purchased that item off of a rack. The policy has actual allowable dimensions for these trademarks.
- The Canada Games council encourages sports to place the Games logo on the competition uniform.

When designing Team PEI clothing, the markings that are allowed are the Team PEI logo or a text graphic that says "Prince Edward Island" or "PEI," the Canada Games logo and jersey numbering and last name if that is part of the dress for that particular sport.



Code of Conduct

Team PEI

Provincial Canada Games Committee

Introduction

The Provincial Canada Games Committee is committed to a sports environment free from abuse, harassment or violence. There is a zero-tolerance policy in place for any type of abuse (verbal, sexual or psychological) and all individuals are required to report any instances of abuse to your mission liaison or the chef de mission.

This Code of Conduct is for members of Team PEI and is to be followed from the time of departure until the return from the Canada Games. Provincial Sport Organizations (PSO's) should have a code of conduct for their coaches, managers and athletes from the time of their involvement in the Canada Games program to the time of their departure to the Games. It is the responsibility of the PSO and Team Officials to apply and enforce their code of conduct.

Members of Team PEI are expected to promote pride and goodwill for the province through their behavior and attitude. Team PEI members are ambassadors for the province from the time they begin to train as a Canada Games' team member until they return home from the Games.

The Government of PEI hopes that all Team PEI members have a great Games experience. To help make this possible, a Code of Conduct has been developed and explains how all members are expected to conduct themselves before (pre-games rally and travel to the Games), during (at the Games) and after (travelling home) the Games. Anyone who does not meet this standard of behavior risks losing the many privileges that come with being a member of Team PEI. All members of the team must make sure that they understand and comply with the Code of Conduct as a whole.

Team Officials are responsible for the supervision and conduct of their athletes from the time of selection to the training team until the end of the Canada Games.

Code of Conduct

A. Introduction

PSO and/or team officials may choose to develop their own Code of Conduct for their Canada Games team(s) providing that it is not in conflict with the Team PEI Code of Conduct. For example, a coach may set a team curfew that is earlier than the one stated by Team PEI, but they cannot set a curfew which is later.

B. Standard of Conduct

1. *Respect for Others*

The Canada Games Council, host societies, Provincial Canada Games committee Inc. (PCGC, Inc.), staff and team officials are committed to providing an environment in which all individuals are treated with respect, free from discrimination, abuse, harassment or violence. Disrespectful, offensive, abusive, racist or sexist remarks or actions will not be tolerated within the Team PEI delegation.

2. *Ceremonies and Official Team PEI Functions*

During the Games, all Team PEI members must attend all official Team PEI functions and wear the specific walkout dress items identified by the Chef de Mission. Week one team members must attend the opening ceremonies and week two members must attend the closing ceremonies.

3. *Residence*

All athletes, artists, coaches and managers must reside in the Athletes' Village in their assigned

rooms. It is of utmost importance that team members respect the accommodation and refrain from causing any damage to rooms or furnishings.

4. ***Curfew***

Participants must keep to the host society's curfew and designated quiet time. All athletes, coaches and managers must be in their designated building and rooms by this time, or their accreditation will be revoked. Any infraction will be dealt with by the PEI mission staff. (Quiet time 11:00 PM, curfew 12:00 AM)

5. ***Respect in Sport***

Team PEI supports the principles and values as described by the Canadian Centre for Ethics in Sport (CCES) and True Sport. Fair play recognizes winning as an important goal, but it is not the most important objective. Fair play values the enjoyment and the opportunities for personal growth and development that sport has to offer. Team PEI members are expected to promote and abide by the fair play principles of integrity, fairness and respect.

6. ***Drugs, Doping and Penalties***

In keeping with the values of fair play in sport, Team PEI and the Canada Games Council are strongly against cheating including the use of substances and methods not allowed by each sport's national sport organization and the CCES.

The Canada Games Council in partnership with each of the Provincial/Territorial delegations will be delivering an on-line anti-doping education course that all members of Team PEI must complete prior to attending the Games. The mission staff will monitor the participation of our delegation and ensure all athletes have completed the course. Team PEI's goal is to ensure all members have an understanding of the doping control process and what their rights are as an athlete should they be selected for testing.

Team PEI and the Canada Games Council recognize any suspension of athletes or others guilty of doping or doping-related infractions. Therefore, any person under suspension by their NSO during the period the Canada Games are being held will not be able to participate. Should any person test positive at the Games or be found guilty of a doping-related offence (as determined by the Canadian Centre for Drug Free Sport), that person will be immediately suspended from the Canada Games (as per the Canada Games Council policy).

Usually, the suspension for a doping offense is four years, but in no case will someone found guilty be eligible to participate in the following games. If the NSO or PSO/TSO suspension is for a period longer than four years, the longer period will be recognized by the Sport and Recreation Division and the Canada Games Council.

Participants are forbidden from using performance-enhancing drugs or methods.

Participants can be tested for drugs at any time during the Games.

Any positive test may result in the team member being automatically removed from Team PEI and returning home at his or her own expense.

7. ***Alcohol, Tobacco and Cannabis***

Minors shall not consume alcohol, use any tobacco products (including snuff and chewing

tobacco), smelling salts or cannabis at any time from the moment they depart to and return from the Games. Minors found with any alcohol, tobacco, or cannabis products will have them taken away and will be subject to disciplinary action.

Those who are the age of majority must abide by the following policies and must ensure they have the ability to perform their duties and manage the responsibilities of their position at all times.

Alcohol

- No adult shall be intoxicated at any time
- Members of Team PEI must follow the liquor laws of the host province or territory.
- Members of Team PEI should not be wearing Team PEI clothing if they are consuming alcohol in non-Games facilities.

Tobacco

- The Canada Games are a tobacco-free event and therefore there should be no use of any tobacco products in the village or at any of the venues.

Cannabis

- Although Cannabis is now a legal substance in Canada, it is a banned sport substance. As a result, any use of Cannabis is prohibited while at the Games. Should any member require the use of Cannabis for medicinal reasons, clearance through the Chef de Mission is required prior to departing for the Games.

8. **Social Media**

Social media includes all those internet services that allow users to build profiles, share information, videos, images, blog entries, etc. All Team PEI athletes, team officials and mission staff must adhere to the following online social media guidelines and conduct:

Be Respectful

No spam, untruthful, defamatory, derogatory or discriminatory comments and expletives. No sharing or divulging photos, videos or comments which promote negative influences or criminal behavior. Remain polite and appropriate at all times.

Be authentic and transparent

Write in the first person and be clear that you are speaking for yourself and not on behalf of Team PEI.

Violation of social media guidelines by an accredited Team PEI participant may be subject to disciplinary action. The disciplinary action will be determined based on the degree of infraction and will follow the disciplinary action outlined in this code of conduct.

9. **Types of Infractions**

Minor Infractions:

- use of tobacco products, including snuff and chewing tobacco, by minors;
- use of tobacco or cannabis products by adults in the Athletes' Village, at official Team PEI activities or functions, or at competition sites;
- a minor disturbance or disruption after quiet time in the Athletes' Village;
- disrespectful behavior;
- unsportsmanlike conduct, such as arguing;
- being late for or absent from Team PEI functions;
- not following the dress code for official functions.

Major Infractions:

- repeated minor infractions;
- unsportsmanlike conduct, such as fighting;
- curfew violations;
- use of alcohol or cannabis by a minor at any time;
- major disruptions after 11 p.m.;
- intoxication at any time;
- activities or behaviors which disrupt competition;
- pranks, jokes or other activities which endanger the safety of self or others;
- offensive, abusive, racist or sexist comments;
- criminal activities;
- discriminatory practices;
- any other actions looked upon as bringing an unfavourable impression of Team PEI, determined by mission staff.

C. Disciplinary Sanctions

The following are examples of disciplinary sanctions which may be applied. The head coach and discipline committee are not limited to choosing from the examples below and may combine two or more sanctions in their decision. In general, the severity of any disciplinary sanction(s) should be in keeping with the severity of the infraction. If a person being disciplined is from a sport that has developed their own code of conduct and sanctions, the discipline committee may choose to support the disciplinary measure(s) previously agreed upon by the members of that sport.

- earlier curfew,
- issuing a verbal or written reprimand,
- requesting a verbal apology,
- requesting a hand-delivered written apology,
- removal of certain Team PEI or host society privileges,
- confined to residence or Athletes' Village,
- suspension from Team PEI activities (for example, opening/closing ceremonies),
- suspension from one or more competitions,
- suspension from competition for the remainder of the Games,
- a letter to the PSO recommending additional suspensions upon return to PEI,
- take away team uniform and/or accreditation,
- send home, at the individual's expense,
- notify authorities (e.g., host society, police) of an infraction and identify the guilty person(s).

D. Procedure for Discipline

1. Four Levels of Discipline Procedure

First Level: The head coach is responsible for dealing with all minor infractions. Under extraordinary circumstances, the host society may take immediate disciplinary action until Team PEI has an opportunity to take responsibility for the situation.

Second Level: The discipline committee is responsible for responding to all major infractions.

Third Level: The appeals committee is responsible for deciding whether appeals have ground to be heard and for responding to all accepted appeals.

Fourth Level:

The appeals committee is responsible for deciding whether appeals have grounds to be heard and for responding to all accepted appeals.

2. Roles and Responsibilities for Discipline

Coaching Staff

The head coach is responsible for dealing with all minor infractions and deciding on a response using the guidelines for sanctions outlined in this Code of Conduct.

Disciplinary Committee

The disciplinary committee is responsible for considering all major infractions and imposing disciplinary sanctions. The disciplinary committee is chaired by the Assistant Chef de Mission and includes the mission staff assigned to the sport and a mission staff selected by the chair. The Assistant Chef de Mission may choose to replace any member of the committee, including himself or herself, with another Team PEI member to avoid any potential perception of bias against the person facing disciplinary action.

In cases where several individuals are the subject of a disciplinary hearing arising from a related incident, the Assistant Chef de Mission may choose to deal with the individuals as a group, individually, or by some other combination as he or she sees fit.

If the individual being disciplined is a head coach or a member of the mission staff, the Assistant Chef de Mission shall choose a peer to replace him or her on the disciplinary committee.

Appeal Committee

The person or persons who was/were disciplined can make an appeal by following the information in section E.

Athletes Advocate

An athlete who is the subject of a disciplinary committee hearing has the right to get the help and advice of an athlete's advocate. The role of the athlete's advocate is to tell the athlete about his or her rights, to provide support and, if requested, to speak on behalf of the athlete. An athlete's advocate may be a member of the mission staff, a parent or another person who is asked by the athlete to be his or her advocate, and who is willing and able to serve as an advocate. An athlete advocate may also be available through the Canada Games Council. If an athlete wants an advocate but is unable to find one, the Chef de Mission will choose one for him or her.

3. Discipline Procedures

Minor Infractions

All minor infractions shall be reported to the head coach. The head coach will then decide on the disciplinary sanctions using the guidelines outlined in this Code of Conduct. Before deciding how the person will be sanctioned, the head coach will give the person being disciplined an opportunity to explain his or her side to the story.

Major Infractions

- A. All major infractions must be reported as soon as possible to the mission desk and the Chef de Mission or, if this is not possible, to any member of the mission staff. Team members may be suspended from further competition and/or all team activities until the disciplinary committee determines otherwise.

- B. The person who has committed the infraction will be informed of the procedures outlined in this Code of Conduct and, if the person is an athlete, has the right to talk with an athlete's advocate. If he or she wishes, the person who is accused of the infraction will be given an opportunity to submit a written report.
- C. As soon as possible after the incident is reported, the disciplinary committee shall meet to begin the process to have a hearing. The following principles must be observed:
 - o The individual being disciplined is given reasonable notice of the hearing and has an opportunity to address the disciplinary committee.
 - o The individual being disciplined may be accompanied by the athlete's advocate, or any other advisor, including legal counsel.
 - o The hearing is held in private.
 - o Witnesses may be invited to present evidence at the meeting.
- D. The disciplinary committee shall determine appropriate sanctions using the guidelines outlined in this Code of Conduct. The committee's decision shall be given to the individual in writing, with reasons. The individual will also be informed of his or her right to an appeal, the procedure to be followed and the deadline for submitting an appeal. The decision of the disciplinary committee shall take effect immediately. A copy of the committee's decision shall also be provided to the Chef de Mission. Where the committee determines that a major infraction has occurred which warrants an athlete to be sent home from the Canada Games, the Chef de Mission must contact the athlete's parents/guardians informing them of the situation.

E. Appeals to the 2025 Canada Games related decisions between August 8-25, 2025

Decisions of the Team PEI code of conduct related to the 2025 Canada Summer Games and communicated between August 8-25, 2025 may be appealed pursuant to the Appeal Policy of the Canada Games Council through the Ordinary Tribunal of the Sport Dispute Resolution Centre of Canada.

An appeal may be initiated by completing this form within two hours of receiving the written decision from Team PEI Discipline Committee (as per section 3d). If the written decision is reached after 10:00 pm local time, the Notice of Appeal must be submitted by 9:00 am local time the following morning. Therefore, appeals will be conducted in accordance with the Appeals Policy of the Canada Games Council, which can be found [here](#).

F. Confidentiality

Every effort must be made to keep all information, including written documents, confidential. All communication of disciplinary matters to outside parties shall be handled by the Chef de Mission; therefore, all other persons involved in a disciplinary matter, including the person(s) being disciplined, shall not disclose the details of the matter to outside parties.

G. Provincial Sport Organization

The president of any PSO that has had a team member disciplined during the course of the games shall receive a report on the infraction and sanction upon the team's return from the Games.

The members should be aware that PSO have the right to impose further disciplinary actions following the games.

Key Timelines to Consider

Item	Timeline	Summer Games	Winter Games
Announcement of Sports by Canada Games Council	At least five years before the games		
Sport, Recreation and Physical Activity Division to meet with PSO's on next Canada Games	At least 36 months before the games	By July of three years before the games (ie. July 2018 for 2021 Games)	By February of three years before the games (February 2020 for the 2023 Games)
Appointment of Chef de Mission	Between 30 and 36 months from games	Between July and December three years before games	Between February and July three years before games
Provincial Sport Organization appoints head coach	Should be at least 30 months before the Games	By January of two calendar years before the games (ie. January 2019 for 2021 Games)	By August of three calendar years before the games (ie. August 2020 for 2023 Games)
Team Selection Policy	Must be developed and passed by a motion of the PSO board of directors and submitted to the Chef de mission at least 60 days before the start of tryouts for approval.	Approved team selection policy by the PSO and Chef de Mission must be circulated to the membership at least 30 days before tryouts begin. (to be determined by sport)	Approved team selection policy by the PSO and Chef de Mission must be circulated to the membership at least 30 days before tryouts begin. (to be determined by sport)
PSO Appeal Policy	Submitted by the PSO at the same time as the Team Selection Policy		
Police Record Check	Submitted to chef de mission within eighteen months of Games	Eighteen to 1 month from Games (ie. January 2020 to June 2021 for 2021 Games)	Eighteen to 1 month from Games (ie. August 2021 to January 2023 for 2023 Games)
Selection of Mission Staff	At least 12 months before Games	One year before games	One year before games
Coach Certification	Team Sport Coaches must be fully certified	Roughly six months before games (Chef will	Roughly six months before games (Chef

	by 180 days before games and individual sport coaches is 90 days before Games	provide exact date) for team sports Roughly three months before games (Chef will provide exact date) for individual sports	will provide exact date) for team sports Roughly three months before games (Chef will provide exact date) for individual sports
Team Selection	30 days before Games	Must be done by at least one month before the Games begin	Must be done by at least one month before the Games begin
Athlete Substitution	Can be done right up until departure		

Provincial Canada Games Committee Inc.
ABUSE POLICY

DEFINITIONS

1. The following terms have these meanings in this Policy:
 - a) *“Abuse”* – Child/Youth Abuse or Vulnerable Adult Abuse as described in this Policy.
 - b) *“Discipline Chair(s)”* – An individual or individuals appointed to be the first point-of-contact for all discipline and complaint matters reported to PCGC Inc., per the organization’s *Discipline and Complaints Policy*
 - c) *“Individuals”* – All categories of membership defined in PCGC Inc., as well as all individuals engaged in activities with PCGC Inc., but not limited to, athletes, coaches, mission staff, chefs de missions, medical personnel, officials, volunteers, helpers, guides, committee members, parents or guardians, and Directors and Officers.
 - d) *“Vulnerable Individuals”* – A person under the age of 18 years old and/or a person who, because of age, disability or other circumstance, is in a position of dependence on others or is otherwise at a greater risk than the general population of being harmed by people in positions of trust or authority
 - e) *“Workplace”* - Any place where business or work-related activities are conducted. Workplaces include but are not limited to, PCGC Inc.’s work-related social functions, work assignments outside PCGC Inc.’s offices, work-related travel, and work-related conferences or training sessions;
 - f) *“Harassment”* – comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behaviour that constitute harassment include, but are not limited to:
 - i. Written or verbal abuse, threats, or outbursts
 - ii. Persistent unwelcome remarks, jokes, comments, innuendo, or taunts
 - iii. Leering or other suggestive or obscene gestures
 - iv. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
 - v. Practical jokes which endanger a person’s safety, or negatively affect performance
 - vi. Any form of hazing
 - vii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
 - viii. Unwelcome sexual flirtations, advances, requests, or invitations
 - ix. Physical or sexual assault
 - x. Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment
 - xi. Retaliation or threats of retaliation against an individual who reports harassment to PCGC Inc.
 - g) *“Workplace Harassment”* – Vexatious comment or conduct against a worker in a Workplace that is known or ought reasonably to be known to be unwelcome. Workplace Harassment should not be confused with legitimate, reasonable management actions that are part of the normal

work/training function, including measures to correct performance deficiencies, such as placing someone on a performance improvement plan, or imposing discipline for workplace infractions.

Types of behaviour that constitute Workplace Harassment include, but are not limited to:

- i. Bullying;
 - ii. Workplace pranks, vandalism, bullying or hazing;
 - iii. Repeated offensive or intimidating phone calls or emails;
 - iv. Inappropriate sexual touching, advances, suggestions or requests;
 - v. Displaying or circulating offensive pictures, photographs or materials in printed or electronic form;
 - vi. Psychological abuse;
 - vii. Excluding or ignoring someone, including persistent exclusion of a particular person from work-related social gatherings;
 - viii. Deliberately withholding information that would enable a person to do his or her job, perform or train;
 - ix. Sabotaging someone else's work or performance;
 - x. Gossiping or spreading malicious rumours;
 - xi. Intimidating words or conduct (offensive jokes or innuendos); and
 - xii. Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, or demeaning
- h) *"Sexual harassment"* – unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:
- i. Sexist jokes
 - ii. Display of sexually offensive material
 - iii. Sexually degrading words used to describe a person
 - iv. Inquiries or comments about a person's sex life
 - v. Unwelcome sexual flirtations, advances, or propositions
 - vi. Persistent unwanted contact
- i) *"Violence"* – the exercise of physical force by a person that causes or could cause physical injury; an attempt to exercise physical force against an Individual that could cause physical injury to the Individual; or a statement or behaviour that an Individual may reasonably interpret as a threat to exercise physical force against the Individual. Types of behaviour that constitute violence include, but are not limited to:
- i. Verbal threats to attack
 - ii. Sending or leaving threatening notes or emails
 - iii. Making threatening physical gestures
 - iv. Wielding a weapon
 - v. Hitting, pinching or unwanted touching which is not accidental
 - vi. Throwing an object
 - vii. Blocking normal movement or physical interference, with or without the use of equipment
 - viii. Sexual violence
 - ix. Any attempt to engage in the type of conduct outlined above

PURPOSE

2. PCGC Inc. is committed to a sport environment free from abuse, harassment, and violence. The purpose of this Policy is to stress the importance of that commitment by educating Individuals about

abuse, outlining how PCGC Inc. will work to prevent abuse, and how abuse or suspected abuse can be reported to and addressed by PCGC Inc.

ZERO TOLERANCE STATEMENT

3. PCGC Inc. has zero tolerance for any type of abuse. Individuals are required to report instances of abuse or suspected abuse to PCGC Inc. to be immediately addressed under the terms of the applicable policy.

SCOPE AND APPLICATION

4. This Policy applies to all Individuals, relating to conduct that may arise during the course of Sport business, activities and events, including but not limited to; the office environment, competitions, practices, tournaments, training camps, social media, travel, and any work related meetings.

VIOLATIONS OF POLICY

5. An Individual who violates this Policy may be subject to sanctions pursuant to PCGC Inc.'s *Discipline and Complaints Policy*. In addition to facing possible sanction pursuant to the *Discipline and Complaints Policy*, an Individual who violates this Policy during a competition may be ejected from the competition or the playing area, the official may delay the competition until the Individual complies with the ejection, and the Individual may be subject to any additional discipline associated with the particular competition.
6. Any PCGC Inc. employee or member of the Board who violates this Policy will be subject to appropriate disciplinary action, subject to the terms of PCGC Inc.'s *Discipline and Complaints Policy* as well as the employee's Employment Agreement (if applicable).

EDUCATION – WHAT IS ABUSE

7. Children under the age of 18 and adults, who are in a position of dependence due to age, disability, or other circumstance, can be abused in different forms.
8. The following descriptions of Child / Youth Abuse and Vulnerable Adult Abuse have been modified and adapted from Ecclesiastical's *Guidelines for Developing a Safety & Protection Policy for Children / Youth / Vulnerable Adults* [1]:

Child / Youth Abuse

9. "Child abuse" refers to the violence, mistreatment or neglect that a child or adolescent may experience while in the care of someone they depend on or trust. There are many different forms of abuse and a child may be subjected to more than one form:
 - a) **Physical abuse** involves single or repeated instances of deliberately using force against a child in such a way that the child is either injured or is at risk of being injured. Physical abuse includes beating, hitting, shaking, pushing, choking, biting, burning, kicking or assaulting a child with a weapon. It also includes holding a child under water, or any other dangerous or harmful use of force or restraint.
 - b) **Sexual abuse** and exploitation involves using a child for sexual purposes. Examples of child sexual abuse include fondling, inviting a child to touch or be touched sexually, intercourse, rape, incest, sodomy, exhibitionism, or involving a child in prostitution or pornography.

- c) **Neglect** is often chronic, and it usually involves repeated incidents. It involves failing to provide what a child needs for his or her physical, psychological or emotional development and well being. For example, neglect includes failing to provide a dependent child with food, clothing, shelter, cleanliness, medical care, or protection from harm.
 - d) **Emotional abuse** involves harming a child's sense of self-worth. It includes acts (or omissions) that result in, or place a child at risk of, serious behavioural, cognitive, emotional, or mental health problems. For example, emotional abuse may include aggressive verbal threats, social isolation, intimidation, exploitation, or routinely making unreasonable demands. It also includes exposing the child to violence.
10. An abuser may use a number of different tactics to gain access to children, exert power and control over them, and prevent them from telling anyone about the abuse or seeking support. The abuse may happen once or it may occur in a repeated and escalating pattern over a period of months or years. The abuse may change form over time.
11. Abuse of children or youth in sport can include emotional maltreatment, neglect, and physical maltreatment:
- a) **Emotional Maltreatment** – A coach's failure to provide a developmentally-appropriate and supportive environment. Emotional abuse is at the foundation of all other forms of maltreatment (sexual, physical and neglect). In sports, this conduct has the potential to cause emotional or psychological harm to an athlete when it is persistent, pervasive or patterned acts (i.e., yelling at an athlete once does not constitute maltreatment). Examples of emotional maltreatment include:
 - i. Refusal to recognize an athlete's worth or the legitimacy of an athlete's needs (including complaints of injury/pain, thirst or feeling unwell)
 - ii. Creating a culture of fear, or threatening, bullying or frightening an athlete
 - iii. Frequent name-calling or sarcasm that continually "beats down" an athlete's self-esteem
 - iv. Embarrassing or humiliating an athlete in front of peers
 - v. Excluding or isolating an athlete from the group
 - vi. Withholding attention
 - vii. Encouraging an athlete to engage in destructive and antisocial behaviour, reinforcing deviance, or impairing an athlete's ability to behave in socially appropriate ways
 - viii. Over-pressuring; whereby the coach imposes extreme pressure upon the athlete to behave and achieve in ways that are far beyond the athlete's capabilities
 - ix. Verbally attacking an athlete personally (e.g., belittling them or calling them worthless, lazy, useless, fat or disgusting).
 - x. Routinely or arbitrarily excluding athletes from practice
 - xi. Throwing sports equipment, water bottles or chairs at, or in the presence of, athletes
 - b) **Neglect** - acts of omission (i.e., the coach should act to protect health/well-being of an athlete but does not). Examples of neglect include:
 - i. Isolating an athlete in a confined space or stranded on equipment, with no supervision, for an extended period of time
 - ii. Withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep

- iii. Ignoring an injury
- iv. Knowing about sexual abuse of an athlete but failing to report it
- c) **Physical Maltreatment** - involves contact or non-contact behaviour that can cause physical harm to an athlete. It also includes any act or conduct described as physical abuse or misconduct (e.g., child abuse, child neglect and assault). Almost all sport involves strenuous physical activity. Athletes regularly push themselves to the point of exhaustion. However, any activity that physically harms an athlete—such as extreme disciplinary actions or punishment—is unacceptable. Physical maltreatment can extend to seemingly unrelated areas including inadequate recovery times for injuries and restricted diet. Examples of physical maltreatment include:
 - i. Punching, beating, biting, striking, choking or slapping an athlete
 - ii. Intentionally hitting an athlete with objects or sporting equipment
 - iii. Providing alcohol to an athlete under the legal drinking age
 - iv. Providing illegal drugs or non-prescribed medications to any athlete
 - v. Encouraging or permitting an athlete to return to play prematurely or without the clearance of a medical professional, following a serious injury (e.g., a concussion)
 - vi. Prescribed dieting or other weight-control methods without regard for the nutritional well-being and health of an athlete
 - vii. Forcing an athlete to assume a painful stance or position for no athletic purpose, or excessive repetition of a skill to the point of injury
 - viii. Using excessive exercise as punishment (e.g., stretching to the point of causing the athlete to cry, endurance conditioning until the athlete vomits)

12. Potential warning signs of abuse of children or youth can include[2][3]:

- a) Recurrent unexplained injuries
- b) Alert behaviour; child seems to always be expecting something bad to happen
- c) Often wears clothing that covers up their skin, even in warm weather
- d) Child startles easily, shies away from touch or shows other skittish behaviour
- e) Constantly seems fearful or anxious about doing something wrong
- f) Withdrawn from peers and adults
- g) Behavior fluctuates between extremes (e.g., extremely cooperative or extremely demanding)
- h) Acting either inappropriately beyond their age (like an adult; taking care of other children) or inappropriately younger than their age (like an infant; throwing tantrums)
- i) Acting out in an inappropriate sexual way with toys or objects
- j) New adult words for body parts and no obvious source
- k) Self-harm (e.g., cutting, burning or other harmful activities)
- l) Not wanting to be alone with a particular child or young person

Vulnerable Adult Abuse

13. Although individuals may be abused at virtually any life stage – childhood, adolescence, young adulthood, middle age, or old age – the nature and consequences of abuse may differ depending on an individual’s situation, disability, or circumstance.

14. The following description of Vulnerable Adult Abuse has been modified and adapted from Ecclesiastical’s *Guidelines for Developing a Safety & Protection Policy for Children / Youth / Vulnerable Adults* [1].

15. Abuse of vulnerable adults is often described as a misuse of power and a violation of trust. Abusers may use a number of different tactics to exert power and control over their victims. Abuse may happen once or it may occur in a repeated and escalating pattern over months or years. The abuse may take many different forms, which may change over time:

- a) **Psychological abuse** includes attempts to dehumanize or intimidate vulnerable adults. Any verbal or non-verbal act that reduces their sense of self-worth or dignity and threatens their psychological and emotional integrity is abuse. This type of abuse may include, for example
 - i. Threatening to use violence
 - ii. Threatening to abandon them
 - iii. Intentionally frightening them
 - iv. Making them fear that they will not receive the food or care they need
 - v. Lying to them
 - vi. Failing to check allegations of abuse against them

- b) **Financial abuse** encompasses financial manipulation or exploitation, including theft, fraud, forgery, or extortion. It includes using a vulnerable adult's money or property in a dishonest manner, or failing to use a vulnerable adult's assets for their welfare. Abuse occurs any time someone acts without consent in a way that financially or personally benefits one person at the expense of another. This type of abuse against a vulnerable adult may include, for example:
 - i. Stealing their money, disability cheques, or other possessions
 - ii. Wrongfully using a Power of Attorney
 - iii. Failing to pay back borrowed money when asked

- c) **Physical abuse** includes any act of violence – whether or not it results in physical injury. Intentionally inflicting pain or injury that results in either bodily harm or mental distress is abuse. Physical abuse may include, for example:
 - i. Beating
 - ii. Burning or scalding
 - iii. Pushing or shoving
 - iv. Hitting or slapping
 - v. Rough handling
 - vi. Tripping
 - vii. Spitting

- d) All forms of sexual abuse are also applicable to Vulnerable Adults

16. Potential warning signs of abuse of vulnerable adults can include:

- a) Depression, fear, anxiety, passivity
- b) Unexplained physical injuries
- c) Dehydration, malnutrition, or lack of food
- d) Poor hygiene, rashes, pressure sores
- e) Over-sedation

PREVENTING ABUSE

17. PCGC Inc. will enact measures aimed at preventing abuse. These measures include screening, orientation, training, and monitoring.

Screening

18. Individuals who coach, volunteer, or otherwise engage with Vulnerable Individuals involved with PCGC Inc. will be screened according to the organization's *Screening Policy*.
19. PCGC Inc. will use the *Screening Policy* to determine the level of trust, authority, and access that each Individual has with Vulnerable Individuals. Each level of risk will be accompanied by increased screening procedures which may include the following, singularly or in combination:
 - a) Completing an Application Form for the position sought (which includes alerting Individuals that they must agree to adhere with the organization's policies and procedures (including this *Abuse Policy*))
 - b) Completing a Screening Declaration Form
 - c) Providing letters of reference
 - d) Providing a Criminal Record Check ("CRC") and/or Vulnerable Sector Check ("VSC")
 - e) Providing a driver's abstract (for Individuals who transport Vulnerable Individuals)
 - f) Other screening procedures, as required
20. An Individual's failure to participate in the screening process, or pass the screening requirements as determined by a Screening Committee, will result in the Individual's ineligibility for the position sought.

Orientation and Training

21. PCGC Inc. will deliver orientation and training to those Individuals who have access to, or interact with, Vulnerable Individuals. The orientation and training, and their frequency, will be based on the level of risk, as described in the *Screening Policy*.
22. Orientation may include, but is not limited to: introductory presentations, facility tours, equipment demonstrations, parent/athlete meetings, meetings with colleagues and supervisors, orientation manuals, orientation sessions, and increased supervision during initial tasks or period of engagement.
23. Training may include, but is not limited to: certification courses, online learning, mentoring, workshop sessions, webinars, on-site demonstrations, and peer feedback.
24. At the conclusion of the orientation and training, Individuals will be required to acknowledge, in written form, that they have received and completed the orientation and training.

Practice

25. When Individuals interact with Vulnerable Individuals, they are required to enact certain practical approaches to these interactions. These include, but are not limited to:
 - a) Limiting physical interactions to non-threatening or non-sexual touching (e.g., high-fives, pats on the back or shoulder, handshakes, specific skill instruction, etc.)
 - b) Ensuring that Vulnerable Individuals are always supervised by more than one adult
 - c) Ensuring that more than one person is responsible for team selection (thereby limiting the consolidation of power onto one Individual)

- d) Including parents/guardians in all communication (e.g., electronic, telephonic) with Vulnerable Individuals
- e) Ensuring that parents/guardians are aware that some non-personal communication between Individuals and Vulnerable Individuals (e.g., coaches and athletes) may take place electronically (e.g., by texting) and that this type of communication is now considered to be commonplace, especially with older Vulnerable Individuals (e.g., teenagers). Individuals are aware that such communication is subject to the *Code of Conduct and Ethics*
- f) When traveling with Vulnerable Individuals, the Individual will not transport Vulnerable Individuals without another adult present and will not stay in the same overnight accommodation location without additional adult supervision.

Monitoring

- 26. PCGC Inc. will regularly monitor those Individuals who have access to, or interact with, Vulnerable Individuals. The monitoring will be based on the level of risk, as described in the *Screening Policy*.
- 27. Monitoring may include, but is not limited to: regular status reports, logs, supervisor meetings, supervisor on-site check-ins, feedback provided directly to the organization (from peers and parents/athletes), and regular evaluations.

REPORTING ABUSE

- 28. Complaints or reports that describe an element of **abuse, harassment, sexual harassment, workplace harassment, or violence** will to be addressed by the process(es) described in the organization's *Discipline and Complaints Policy*. However, the Discipline Chair will also appoint an Investigator to investigate the allegations.
- 29. The Investigator may be a representative or Director of PCGC Inc., or may be an independent third-party skilled in investigating claims of harassment. The Investigator must not be in a conflict of interest situation and should have no connection to either party.
- 30. Federal and/or Provincial legislation related to Workplace Harassment may apply to the investigation if Harassment was directed toward a worker in a Workplace. The Investigator should review workplace safety legislation and/or consult independent experts to determine whether legislation applies to the complaint.
- 31. Per timelines determined by the Discipline Chair, who may modify the timelines as described in the *Discipline and Complaints Policy*, the Investigator will investigate the complaint (by interviewing parties and witnesses, and collecting statements) and will prepare and submit a Report about the allegations.
- 32. The Investigator's Report should include a summary of evidence from the parties (including both statements of facts, if applicable) and recommendations from the Investigator of whether or not, on a balance of probabilities, an incident occurred that could be considered Abuse, Harassment, Sexual Harassment, Workplace Harassment, or Violence.
- 33. The Report will be considered by the Discipline Chair or the Discipline Panel, as applicable, prior to a decision on the complaint being made.

34. The Investigator's Report will be provided to the parties with the names and identifying details of any witnesses redacted. The provision of the Investigator's Report is conditional on the parties not distributing the Report to any third party without the written permission of PCGC Inc..
35. Should the Investigator find that there are possible instances of offence under the Criminal Code, particularly related to Criminal Harassment (or Stalking), Uttering Threats, Assault, Sexual Interference, or Sexual Exploitation, the Investigator should advise the complainant to refer the matter to police.
36. The Investigator must also inform PCGC Inc. of any findings of criminal activity. PCGC Inc. may decide whether to report such findings to police, but is required to inform police if there are findings related to the trafficking of doping drugs or materials, any sexual crime involving minors, fraud against PCGC Inc., or other offences where the lack of reporting would bring PCGC Inc. into disrepute.
37. Should the Investigator "have reasonable grounds to suspect that a child is or may be in need of protection", the Investigator must inform PCGC Inc. which must report the situation to the appropriate authorities (e.g., child protection services).

Reprisal and Retaliation

38. An individual who submits a complaint to PCGC Inc., or who gives evidence in an investigation, may not be subject to reprisal or retaliation from any individual or group. Should anyone who participates in the process face reprisal or retaliation, that individual will have cause to submit a complaint.

False Allegations

39. An individual who submits allegations that the Investigator determines to be false or without merit may be subject to a complaint under the terms of PCGC Inc.'s Pan-Canadian *Discipline and Complaints Policy* with PCGC Inc., or the individual against whom the false allegations were submitted, acting as the Complainant.

Confidentiality

40. The information obtained about an incident or complaint (including identifying information about any individuals involved) will remain confidential, unless disclosure is necessary for the purpose of investigating or taking corrective action, or is otherwise required by law.
41. The Investigator will make every effort to preserve the confidentiality of the complainant, respondent, and any other party. However, PCGC Inc. recognize that maintaining anonymity of any party may be difficult for the Investigator during the course of the investigation.

[1] Retrieved from: https://www.ecclesiastical.ca/guidelines_developsafetyprotectionpolicy_children-youths-vulnerableadults_faith/

[2] Adapted from: <https://www.all4kids.org/2014/03/04/warning-signs-child-abuse-neglect/>

[3] Adapted from: https://www.parentsprotect.co.uk/warning_signs.htm

