



Fort Langley Youth Rowing Society Safe Sport Policy Guidelines

Adopted by the board 2 Sept 2022

FLYRS have adopted the Rowing BC Safe Sport Policy Manual without change as mandated by Rowing Canada. As a means to adopt the policy to our local requirements in a concise fashion that will be read throughout our club FLYRS have developed these following guidelines. In case of any conflict between these guidelines and the Policy Manual, the Policy Manual shall prevail.

Code of Conduct

A key and explicit component of our FLYRS culture is good sportsmanship. FLYRS athletes, competitors, coaches and officials should expect to be treated with respect and fairness from FLYRS athletes, parents and coaches and this expectation should be promoted by FLYRS coaches. No one should be treated with physical violence and hazing is not a part of FLYRS culture.

FLYRS expects during all situations in which an individual is identifiable as being associated with FLYRS (including, but not limited to, FLYRS events and activities and when wearing FLYRS clothing or being with individuals wearing FLYRS clothing):

- No promotion of alcohol, marijuana or illegal drugs within FLYRS.
- No sexually explicit language or imagery within FLYRS.
- Respect for the property of others.
- Acting with honesty and integrity.
- No activities that endanger the safety of others.
- No activities that bring FLYRS into public disrepute.

FLYRS members are expected to be prepared and timely for FLYRS events and activities.

Athlete Protection

The coach-athlete relationship holds an inherent imbalance of power separate and in addition to the typical imbalance of power due to the age differences between our coaches and athletes. All coaches need to be proactive about protecting athletes. One key tool in this protection is the Rule of Two. Ideally, there should not be less than two coaches or screened adults with any lone athlete. In situations in which this is impractical for FLYRS, interactions should be open and observable by multiple athletes or members of the public. Athletes can be of assistance by arriving at events together and not leaving the last athlete alone after an event if possible. One-on-one discussions between a coach and athlete should be open and observable, e.g. by multiple athletes, or with prior written permission from the athlete's parent or guardian. If a situation arises in which a coach is alone with an athlete in a private setting, the coach should briefly document the interaction and inform the board as soon as reasonably possible in order to promote transparency. Any messages from a coach to an athlete should be copied to numerous athletes, multiple coaches or board members, or the athlete's parent(s).

Any athlete travel associated with FLYRS is the responsibility of the athlete's parents. Any coach involvement with athlete travel requires written parental agreement and knowledge of the FLYRS board.

To ensure compliance with the prohibition on hugs lasting longer than 5.0 seconds (Athlete Protection Policy 10c) no hugs are permitted without an independent timer.

Social media policy

The general code of conduct for FLYRS members applies to their social media use. In addition, on social media FLYRS members are expected to refrain from:

- Posting comments or media that are intended to cause harm, be disparaging, be hateful or be misleading and that are directed to an individual or group associated with FLYRS.
- Developing inappropriate relationships between individuals with an imbalance of power.
- Threatening, bullying or harassing.
- Posing as a different person.

Complaints and Discipline

An official complaint must be made in writing to the independent third party designated by Rowing Canada within 14 days of the incident unless there are extenuating circumstances. The

complainant may request that their identity remain confidential. FLYRS may act as a complainant and may also do so to protect the confidentiality of a complainant. The third party may request an officer of FLYRS or Rowing BC to manage the complaint and a discipline panel may be appointed. If appropriate, an immediate interim suspension or sanction can be applied.

The complainant and the respondent may provide oral or written submissions and evidence and review those of the opposite party. Subsequently, the parties will be given an opportunity to ask questions of each other, either in person or via videoconference, and the presiding officer may also ask questions of both parties. Following a review of the evidence and submissions, a suspension or sanctions may be applied or the case may be dismissed, with a written decision provided and kept in records.

Minors must have an adult as a representative during any discipline process.

This policy applies to conduct during FLYRS events and also outside of FLYRS events when such conduct is detrimental to the FLYRS team environment or the club reputation.

Screening

Screening will be conducted in accordance with Rowing Canada Aviron's screening policy, as amended from time to time.

Data Protection

FLYRS aims not to disclose members' personal information beyond what is necessary. FLYRS members implicitly acknowledge that some disclosure of personal information is necessary for reasons including communications, event registration, insurance and membership in Rowing BC and Rowing Canada Aviron. No explicit consent is needed to use personal information for those and other obvious reasons.

No photos or video may be taken where there is a reasonable expectation of privacy. Rowing generally takes place on public waterways and FLYRS is not responsible for any photographs or video recording made by spectators. An image consent form must be completed before any images or video are presented publically by FLYRS.

The FLYRS privacy officer can be contacted for questions of data access and complaints:

PO Box 27, Fort Langley, BC V1M 2R7
flyrs.info@gmail.com

Appeals

FLYRS decisions on eligibility, team selection, conflict of interest, termination of membership and discipline may be appealed by written submission to the FLYRS president within 14 days. Appeals will be considered on merit based on the aims of procedural fairness in any decision and lack of bias in that decision.

References

Further details of the topics covered in these guidelines can be found in:

- FLYRS Data Protection Guidelines
- FLYRS Privacy Policy (adopted without change as mandated by Rowing Canada)
- FLYRS Safe Sport Policy Manual (adopted without change as mandated by Rowing Canada)