



**Climbing Escalade Canada (“CEC”)
Athlete Protection Policy (the “Policy”)**

1. Definitions

1.1 The following terms have these meanings in this Policy:

<i>Athlete</i>	Refers to any individual who has a valid competition license issued annually by CEC.
<i>Coach</i>	Means any individual who has a valid coach license issued annually by CEC.
<i>Adult</i>	Any Individual of the age of 18 years old or older.
<i>Individuals</i>	Means all categories of membership defined in CEC’s bylaws, as well as all individuals employed by, or engaged in activities with CEC, including but not limited to athletes, coaches, Officials, volunteers, managers, administrators, committee members, Directors, officers of CEC, spectators, parents/guardians of athletes.
<i>Minor</i>	Refers to any Individual under 18 years of age.
<i>Person in Authority</i>	Means any Individual who holds a position of authority within the sport of climbing including, but not limited to, Coaches, Officials, managers, support personnel, chaperones, committee members, and Directors, officers of the CEC and staff.
<i>Vulnerable Individual</i>	Includes Minors and vulnerable adults (people who, because of age, disability or other circumstance, are in a position of dependence on others or are otherwise at a greater risk than the general population of being harmed by people in positions of trust or authority).

Capitalized terms not otherwise defined herein, shall have the meaning ascribed to them in the CEC’s Interpretation Policy.

2. Purpose

- 2.1 CEC strongly believes in the right of every individual to take part in sports in a safe and positive environment.
- 2.2 This Policy forms part of the CEC’s Safe Sport Manual. It describes how Persons in Authority shall maintain a Safe Sport environment for all Athletes, especially when dealing with Vulnerable Individuals.

3. Interactions between Persons in Authority and Athletes – the ‘Rule of Two’

- 3.1 CEC endorses the ‘Rule of Two’ for all Persons in Authority who interact with Athletes. The Coaching Association of Canada describes the intention of the ‘Rule of Two’ as follows:

A coach must never be alone or out of sight with a minor athlete. Two NCCP trained or certified coaches should always be present with an athlete, especially a minor athlete, when in a potentially vulnerable situation such as in a locker room or meeting room. All one-on-one interactions between a coach and an athlete must take place within earshot and in view of a second coach except for medical emergencies. One of the coaches must also be of the same gender as the athlete. Should there be a circumstance where a second screened and NCCP trained or certified coach is not available, a screened volunteer, parent, or adult can be recruited.

- 3.2 CEC recognizes that fully implementing the 'Rule of Two', as described above (and modified accordingly for Persons in Authority), in all circumstances, may not always be possible. Consequently, at a minimum, interactions between Persons in Authority and Athletes must be **"Open and Observable"**, which means:
- a) The training environment should be open and transparent so that all interactions between Persons in Authority and Athletes are observable;
 - b) Private or one-on-one situations must be avoided unless they are open and observable by another adult or Athlete;
 - c) Persons in Authority shall not invite or have a Vulnerable Individual (or Vulnerable Individuals) in their home without the written permission and contemporaneous knowledge of the Vulnerable Individual's parent or guardian; and
 - d) A Person in Authority shall not be in a situation where they are alone with a Vulnerable Individual without another screened adult or Athlete present unless prior written permission is obtained from the Athlete's parent or guardian, or unless the Person in Authority is the Athlete's parent or guardian.

4. Practices and Competitions

- 4.1 As it relates to practices and/or competitions, the following shall be respected:
- a) A Person in Authority should never be alone with a Vulnerable Individual prior to or following a competition or practice unless the Person in Authority is the Athlete's parent or guardian;
 - b) If the Vulnerable Individual is the first Athlete to arrive, the Athlete's parent should remain until another Athlete or Person in Authority arrives;
 - c) If a Vulnerable Individual would potentially be alone with a Person in Authority following a competition or practice, the Person in Authority should ask another Person in Authority (or a parent or guardian of another Athlete) to stay until all of the Athletes have been picked up. If an adult is unavailable, another Athlete, who is preferably not a Vulnerable Individual, should be present in order to avoid the Person in Authority being alone with a Vulnerable Individual;
 - d) Persons in Authority giving instructions, demonstrating skills, or facilitating drills or lessons to an individual Athlete should always do so within earshot and eyesight of another Person in Authority; and
 - e) When observing the Rule of Two is not possible due to training or competition circumstances, Persons in Authority and Athletes should take additional steps to achieve transparency and accountability in their interactions. For example, a Person in Authority and an Athlete who know they will be away from other Individuals for a lengthy period of time must inform another Person in Authority where they are going and when they are expected to return. Persons in Authority should always be reachable by phone or text message by other Individuals, including, but not limited to, the parents or guardians of the Vulnerable Individual.

5. Communications

- 5.1 Communications between Persons in Authority and Athletes should respect the following:
- a) Group messages, group emails or team pages are to be used as the regular method of communication between Persons in Authority and Athletes;

- b) A Person in Authority may only send direct texts, direct messages on social media or private emails to individual Athletes when necessary and only for communicating information related to team issues and activities (e.g., non-personal information). Any such texts, messages or emails shall be professional in tone;
- c) Parents and guardians may request that their child not be contacted by a Person in Authority using any form of electronic communication and/or to request that certain information about their child may not be distributed in any form of electronic communications;
- d) All communication between a Person in Authority and Athletes must be between the hours of 6:00am and midnight unless extenuating circumstances justify otherwise;
- e) Communications concerning drugs or alcohol use (unless regarding its prohibition) is not permitted;
- f) No sexually explicit language or imagery or sexually oriented conversation may be communicated in any medium; and
- g) Persons in Authority are not permitted to ask Athletes to keep a secret for them.

6. Travel

6.1 Any travel involving Persons in Authority and Athletes shall respect the following:

- a) Teams or groups of Athletes shall always have at least two Persons in Authority with them;
- b) For mixed gender teams or groups of Athletes, there should be one Person in Authority from each identified gender;
- c) No Person in Authority may drive a vehicle alone with an Athlete unless the Person in Authority is the Athlete's parent or guardian;
- d) A Person in Authority may not share a room or be alone in a hotel room with an Athlete unless the Person in Authority is the Athlete's parent or guardian;
- e) Room or bed checks during overnight stays must be done by two Persons in Authority; and
- f) For overnight travel when Athletes must share a hotel room, roommates will be age-appropriate (i.e., within two years of age of one another) and of the same gender identity.

6.2 Notwithstanding the foregoing, in situations where two Persons in Authority cannot be present then the Person in Authority shall utilize screened parents or other volunteers to comply with the provisions of Section 6.1.

7. Locker Room / Changing Areas / Meeting Rooms

7.1 The following shall apply to locker rooms, changing areas, and meeting rooms:

- a) Interactions (i.e., conversation) between Persons in Authority and Athletes should not occur in any room where there is a reasonable expectation of privacy such as a locker room, restroom or changing area. A second adult should be present for any necessary interaction between a Person in Authority and an Athlete in any such room (i.e., the Rule of Two must be respected); and
- b) If Persons in Authority are not present in the locker room or changing area, or if they are not permitted to be present, they should still be available outside the locker room or changing area and be able to enter the room or area if required, for reasons including but not limited to team communications and/or emergencies.

8. Photography / Video

8.1 Any Photograph or video involving an Athlete may only be taken in public view, must observe generally accepted standards of decency, and be both appropriate for and in the best interest of the Athlete. Examples of photos that shall be edited or deleted include, but are not limited to,:

- i. Images with misplaced apparel or where undergarments are showing
- ii. Suggestive or provocative poses
- iii. Embarrassing images

- 8.2 The use of recording devices of any kind in rooms where there is a reasonable expectation of privacy is strictly prohibited.
- 8.3 If any photographs or videos involving an Athlete will be used on any form of public media, an Image Consent Form must be completed before such images or videos are taken and used.
- 8.4 Person in Authority must use the Athlete’s provided device when filming an athletic performance for coaching purposes. Person in Authority must not keep photography or video of Athletes on their personal device.

9. Physical Contact

- 9.1 It is recognized that some physical contact between Persons in Authority and Athletes may be necessary for various reasons including, but not limited to, teaching a skill or tending to an injury. Any physical contact between an Athlete and a Person in Authority shall respect the following:
- a) Unless it is otherwise impossible because of serious injury or other justifiable circumstance, a Person in Authority must always clarify with an Athlete where and why any physical contact will occur prior to the contact occurring. The Person in Authority must make clear that he or she is requesting to touch the Athlete and not requiring physical contact;
 - b) Infrequent, non-intentional physical contact during a training session is permitted; and
 - c) Hugs lasting longer than five seconds, cuddling and physical horseplay, is not permitted. It is recognized that some Athletes may initiate hugging or other physical contact with a Person in Authority for various reasons (e.g., such as celebrating or crying after a poor performance), but this physical contact should always be limited to circumstances where the Person in Authority believes it is in the best interest of the Athlete and when it occurs in an open and observable environment.

10. Enforcement

- 10.1 Any alleged violations of this Athlete Protection Policy shall be addressed pursuant to the CEC’s Discipline and Complaints Policy.

11. Related Policies

- 11.1 The CEC Athlete Protection Policy forms part of the CEC Safe Sport Manual, alongside the following policies:
- a) [CEC Interpretation Policy](#)
 - b) [CEC Community Code of Conduct](#)
 - c) [CEC Discipline and Complaints Policy](#)
 - d) [CEC Appeal Policy](#)
 - e) [CEC Screening Policy](#)

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