



PURPOSE: BC Archery's Safe Sport framework will focus on three key elements: Awareness, Prevention, and Action - all of which are strongly supported by governance, policies, and procedures. The objective of this framework is to ensure all BC Archery members have access to the resources and support services they need to safely facilitate and participate in archery-specific programming and activities.

AWARENESS

Maltreatment

As a provincial governing body, BC Archery is committed to providing safe, welcoming, and accessible sport environments, free from all forms of maltreatment. BC Archery's Safe Sport initiative emphasizes the importance of that commitment by educating individuals on the harmful effects associated with such behaviours, and outlining the preventative measures put in place to lower the probability of them occurring.

Zero Tolerance Statement

BC Archery has ZERO tolerance for any type of abuse.

Individuals are required to report instances of abuse or suspected abuse to their local sport organization or to BC Archery to be immediately reviewed under the terms of the applicable policy.

Statement of Commitment

BC Archery is committed to creating a sport environment that is accessible, inclusive, respects their participants' personal goals and is free from all forms of Maltreatment. As part of BC Archery's commitment to Safe Sport our staff and Directors have completed Commit to Kids training.

Diversity, Equity, & Inclusion

BC Archery aims to create welcoming environments that reflect the rich diversity of British Columbia, as well as its membership. BC Archery's inclusion policies outline expectations for all members in an effort to engage under-represented populations in our membership.

Code of Conduct

- [BC Archery's Code of Conduct](#)
- [Archery Canada's Code of Conduct & Ethics Policy](#)
- [British Columbia Universal Code of Conduct \(BC UCC\)](#)

Concussion Protocols & Resources

BC Archery follows Archery Canada's Concussion Protocol which is designed as a guide to help the management of individuals who may have a suspected concussion as a result of participation in any activity which could include a practice, camp, game, or competition. The protocol aims to ensure that individuals with a suspected concussion receive timely and appropriate care and proper management to allow them to return back to the sport safely.

- [Archery Canada Concussion Protocol](#)

Sport Information Resource Centre (SIRC)

SIRC provides Concussion in Sport Resources including: Education Opportunities, Research, Communication Tools, Protocols & Policies, Best Practices & Inspiration, FAQ's. Visit their concussion resources [here](#).

Anti-Doping & Substance Abuse

Archery Canada and BC Archery strongly oppose the use, possession, and the supply of banned substances/practices in competitive play by all athletes, coaches, administrators and officials. As such, BC Archery has adopted the [Canadian Anti-Doping Program \(CADP\)](#), which means that you can be confident that you are part of a world-class anti-doping program that is designed to protect athletes' rights and ensure a level playing field. BC Archery's anti-doping policy and code of conduct reflect and support the CADP.

- [Archery Canada & CADP](#) and [BC Archery Drug Free Sport Policy](#)

PREVENTION

Risk Management

BC Archery makes every effort to ensure that the safety of members remains a top priority by continuing to support a variety of programs that are developed both strategically and ethically. Our Mission, Vision and Values, as outlined in BC Archery's Strategic Plan, form the basis of our programming and services.

- [BC Archery Strategic Plan](#)
- [BC Archery Risk Management Policy](#)

Screening

Individuals who coach, volunteer, officiate, deliver development programs, accompany teams to an event/competition, who are paid staff, or otherwise engaged with youth and/or vulnerable individuals and who fall under BC Archery's authority shall be screened according to Archery Canada's and BC Archery's Screening Policies. BC Archery expects that affiliated clubs will ensure that staff and volunteers in similar club-level positions will be screened according to the Provincial and/or National policy

- [Archery Canada Screening Policy](#) and [BC Archery Criminal Record Check Policy](#)

Responsible Coaching Movement

The [Responsible Coaching Movement](#) (RCM) is a call to action for sport organizations, parents, and coaches to enact responsible coaching across Canada - on and off the field. To reduce risk in sport, the RCM focuses on three key areas: [Rule of Two, Background Screening, and Ethics & Respect Training](#).

By signing the pledge of the RCM, BC Archery and Archery Canada are helping to ensure the protection of both athletes and coaches.

Organizations can take the pledge [here](#)

Online Training Opportunities

Safe Sport Training

Creating a culture where everyone can thrive is a shared responsibility. Safe, inclusive sport environments help make sport rewarding and enriching for all. Safe Sport Training gives you the knowledge and skills to create those environments by recognizing, addressing, and preventing maltreatment in sport.

Together we can make sport safe for everyone.

- To access the Safe Sport Training [click here](#)

Commit To Kids

Through the [Canadian Centre for Child Protection](#) (CCCP), the [Commit to Kids](#) (C2K) online Coaches module empowers Coaches with practical information to help them enhance child and youth safety in sport. It highlights the importance of understanding boundaries, sexual misconduct and reporting inappropriate behavior.

- [Click here](#) to access the C2K for Coaches online training.

Respect In Sport

The Respect in Sport training programs educate youth leaders, coaches, officials, employees, and participants to recognize, understand and respond to issues of bullying, abuse, harassment and discrimination (BAHD).

- Respect in Sport Training: [Activity Leaders/Coaches](#), [Officials](#), [Parents](#), [Workplace](#)

Making Head Way

The Making Head Way training is designed to help you gain the knowledge and skills required to ensure the safety of individuals. This concussion focused NCCP module is an excellent resource that will review:

1. What to do to prevent concussions
 2. How to recognize the signs and symptoms of a concussion
 3. What to do when you suspect an individual has a concussion
 4. How to ensure individuals return to play safely
- [Making Head Way eLearning module](#)

Additional Concussion resources can be found on [CATT](#) (Concussion Awareness Training Tool)

ACTION

Conflict Resolution

BC Archery believes everyone has the right to enjoy the sport, regardless of their level of participation. As such, BC Archery encourages all individuals to communicate openly, collaboratively, and use problem solving techniques to resolve differences in opinion. Resolving conflict at an early stage may prevent a situation from escalating and resulting in a formal complaint.

Conflict Resolution Resources:

- Coaches Association of Canada (CAC): [#CoachToolkit](#)
- Sport Information Resource Centre (SIRC): [Resolving Conflict Within a Youth Sport Team](#)
- Sport Dispute Resolution Centre of Canada (SDRCC): [Conflict of Interest Sport Decision Making](#)
- Archery Canada: [Alternative Dispute Resolution Policy](#)
- BC Archery: [Dispute Resolution Policy group](#)

Reporting

Any Individual or any Individual in Authority (ie: Coach, Judge, Chaperone, Official, Parent etc) must report any alleged incident that may contain an element of discrimination, harassment, workplace harassment, workplace violence, sexual harassment or Sexual misconduct, Violence against children or vulnerable adults immediately to the proper authority (ie: Child Protection, Local Police Authority, Local Archery Executive, BC Archery and or Archery Canada) for immediate intervention and investigation.

Any Individual may report any alleged incident that may contain an element of discrimination, harassment, workplace harassment, workplace violence, sexual harassment, or other elements of maltreatment directly to Archery Canada's independent third-party consultant by email at safesport_wwdrs@primus.ca.

Alternately there is a national toll-free confidential helpline for victims and witnesses of maltreatment in sport. This professional listening and referral service (only for advice and re-direction) is available from 5am to 5pm (PT), seven days a week, by phone or text at 1-888-83SPORT (77678), and by email at info@abuse-free-sport.ca.

Any Individual may report an incident or complaint to the Executive Director or President of BC Archery, or person in a position of authority at Archery Canada. The complaint must be in writing and within fourteen (14) days of the alleged incident, although this timeline can be waived or extended at the Executive Director's discretion. If the complaint was submitted to the President or other person in a position of authority, that person will forward the complaint to the Executive Director. At BC Archery's discretion, BC Archery may act as the Complainant and initiate the complaint process under the terms of the Discipline and Complaints Policy. In such cases, BC Archery will identify an individual to represent the Association. The Executive Director will appoint a Case Manager, as described in the Policy.

Complaints & Discipline

All BC Archery stakeholders are expected to fulfill responsibilities and obligations including, but not limited to, complying with Archery Canada and BC Archery policies, bylaws, rules and regulations, codes of conduct and ethics. Non-compliance may result in sanctions pursuant to the organizations' Discipline and Complaints Policy.

- [Archery Canada](#) and [BC Archery policy](#)

Other Resources & Services

viaSport

Addressing Maltreatment: [click here](#)

Archery Canada

Archery Canada is committed to reviewing and updating these policies as often as necessary in order to ensure that they consistently satisfy the highest standards.

- Archery Canada [Safe Sport page](#)

Child Protection Services of BC

If you think a child or youth (under 19 years of age) is being abused or neglected call 1-800-663-9122 at any time of the day or night.

Child protection services in BC are intended to safeguard children from harm. Where there is reason to believe a child has been abused or neglected, or is otherwise in need of protection, child protection social workers have the delegated authority to investigate and take appropriate action to ensure that child's safety.

For more information visit: [Child Protection Services in BC](#)

To find the nearest children and family services office visit: [Child and Family Services Search](#)

B.C. Helpline for Children

A confidential toll-free phone line for children and youth wanting to talk to someone. Call at anytime (24hrs), not required to provide your name.

- [B.C. Helpline for Children](#)
- Phone: 310-1234 (no area code required)

VictimLink BC

A toll-free, confidential, multilingual telephone and online service available across B.C. 24 hours a day, 7 days a week which provides information and referral services to all victims of crime and immediate crisis support to victims of family and sexual violence

- [VictimLinkBC](#)

Resilience BC

Anti-Racism Network provides information about how to report incidences of racism and hate crimes if you are a victim or witness such incidences.

- [Resilience BC](#)

Canadian Sport Helpline

Anonymous, Confidential, Independent, Bilingual. Available 7 days a week 8:00am-8:00pm (EST)

- 1-800-83SPORT (1-800-837-7678)
- info@abuse-free-sport.ca
- www.abuse-free-sport.ca