



Positive Sport Experience Working Group

Terms of Reference

Purpose

The Positive Sport Experience Working Group is a time-limited team of passionate and knowledgeable people who want to help clubs create positive sport experiences, free from maltreatment.

The working group will

- Explore how SSO and clubs can work together to create an environment that fosters positive sport experiences and prevents maltreatment.
- Identify the biggest risks and gaps currently affecting clubs and SSO.
- Identify opportunities where SSO can reduce costs and provide stronger, more practical support to clubs.
- Review how discipline and complaints are handled at Club, SSO, and SSC levels, and recommend improvements that lead to earlier intervention and clearer, more efficient processes.

Composition

The working group will be chaired by a member of the SSO Board and include staff, club representatives, and volunteer experts. Anyone interested is welcome to join, with a maximum of two people per club. Diversity of race, gender, experience, and expertise are a priority. Participants may bring multiple perspectives or areas of expertise.

The working group will include:

- One SSO Board representative
- The SSO Executive Director or designate
- Representatives from all regions (East, Central, West and Flex) Two Club Presidents, one Coach, one Official
- An Athlete representative
- People with lived experience as survivors or victims of maltreatment, expertise in safe sport, dispute resolution, mental health, leadership development, coach education, club operations, legal/disciplinary processes, or human resources

Key Deliverables

- **Environmental Scan:** A snapshot of current practices, challenges, and common issues related to safe sport, behaviour management, complaints and discipline across Ontario clubs.
- **Roles & Responsibilities Framework:** A clear, easy-to-understand breakdown recommendation of what Clubs, SSO, and SSC should be responsible for, including financial costs, and how collaboration can be enhanced
- **Process Review & Recommendations:** A practical look at how complaints and discipline are currently handled, along with suggestions to reduce confusion, cost, and administrative burden and increase individuals' ability to intervene appropriately.
- **Resource Development Priorities:** A shortlist of tools, templates, guides, communication resources, or training recommendations that clubs need most to build positive and proactive sport cultures.
- **Final Report:** A set of actionable recommendations and ready-to-use resources for SSO.

Timelines:

- Call for applicants: early May 2026
- First meeting: late May / early June 2026
- Preliminary recommendations to the SSO Board: July 2026
- Completion: December 2026

Reporting

The Working Group will report to the Executive Director, with regular updates shared with the SSO Board. Key outcomes and final materials will be incorporated into SSO programs and communications. A summary of the group's work will be shared with SSO members once the mandate concludes.

Resourcing

SSO staff will provide context, administrative support, and assistance with policy development. Additional budget or expert support, such as legal counsel, may be provided if needed. Recommendations requiring immediate investments should be flagged as soon as possible to help inform the 2026–27 budget.

Authority

The working group has the authority to make decisions within its mandate. Any work that requires new or additional spending will need approval from the Executive Director.