



CODE OF CONDUCT

1. INTRODUCTION

Speed Skating Ontario's Code of Conduct is a central part of its commitment to safe sport and to creating a fun, safe, welcoming, and inclusive sport environment for all participants regardless of age, gender, race, socio-economic status, Indigeneity, sexual orientation, gender identity or expression, disability, psychosocial or cognitive ability, and their intersections.

SSO supports equal opportunity and prohibits discriminatory practices and all forms of maltreatment. We are committed to providing an environment that is free from maltreatment, in which all individuals are treated with respect and fairness consistent with this Code.

2. PURPOSE

The purpose of SSO's Code of Conduct is:

- 2.1. To establish and communicate standards of behaviours and expectations of all Individuals engaging in a SSO Sanctioned Activity, consistent with SSO's Mission, Vision and Values and its commitment to [True Sport](#).
- 2.2. Ensure everyone is aware of and understands what is expected of them when they join SSO or a Club
- 2.3. Ensure everyone is aware of and understands what is expected of them when they assume a role with SSO or a Club

3. APPLICATION

This policy applies to:

- 3.1. All Individuals registered with SSO or a Club and Individuals representing SSO in any capacity within or outside of the Province of Ontario.
- 3.2. The parent(s) or legal guardian(s) of all Individuals under the age of eighteen (18) shall be subject to the Code and assume responsibility for ensuring their child/children are aware of their obligations and expectations.
- 3.3. Activity outside of SSO, where the Individual's relationship with SSO could adversely affect the reputation of SSO, a Club, an Affiliated Organization or another Individual registered with SSO. Applicability will be determined at the sole discretion of SSO.
- 3.4. This code remains in force in perpetuity as it relates to any future claims pertaining to an Individual's conduct while subject to this code.
- 3.5. Individuals registered as SSC Team Athletes, National Athletes and well as Coaches and Officials active at the National and International levels are subject to Speed Skating Canada's Code of Conduct and may also be subject to the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) in addition to this code. In such instances, SSO will recognize the full scope and application and the associated disciplinary actions and will recognize the actions taken by these bodies. Notwithstanding, if an Individual's conduct is in breach of SSO's Code of Conduct, SSO may pursue further disciplinary action.

- 3.6. People participating in a SSO Sanctioned Activity who are not registered with SSO will be subject to this code for the duration of the activity. Breaches will be reported to Speed Skating Canada, the person's Provincial or Territorial Sport Organization and/or the organization they represent at the time.
- 3.7. An Individual who violates this Code may be subject to sanctions pursuant to the [Complaints and Discipline Policy](#).
- 3.8. In addition to facing possible sanction pursuant to the [Complaints and Discipline Policy](#), an Individual who violates this Code during a competition may be ejected from the competition, the field of play, or the venue per the [Event Discipline Procedure](#).
 - 3.8.1. The Chief Referee, Meet Coordinator or an assigned SSO representative may delay the competition until the Individual complies with the ejection.
 - 3.8.2. The incident will be reported to SSO.
 - 3.8.3. The Individual may be subject to any additional discipline associated with the competition.
- 3.9. An employee of SSO or a Club found to have engaged in acts of violence or harassment against any other employee, worker, contractor, Individual, customer, supplier, client or other third party during business hours or at any event of SSO or the member association, will be subject to appropriate disciplinary action subject to the terms of the Organization's policies for human resources as well as the employee's Employment Agreement (if applicable).

4. DEFINITIONS

The terms used in SSO's Code of Conduct are as defined in Appendix A.

5. ACKNOWLEDGEMENT AND ACCEPTANCE OF TERMS

- 5.1. The following Individuals must acknowledge having read and understood the Code of Conduct and accept its terms, including all relevant subsections, at the time of registration.
 - 5.1.1. All Individuals 18 years and older, registering with SSO or a Club.
 - 5.1.2. For Individuals under the age of eighteen (18), a parent or legal guardian. While one acknowledgement is required, it is strongly recommended that all parents and guardians review the Code, especially in situations where Individuals time is shared between their parents or guardians.
 - 5.1.3. Individuals under the age of eighteen (18) who participate in Team Ontario activities or are selected to represent Ontario will be required to sign upon registration/selection.
 - 5.1.4. Clubs are strongly encouraged to conduct education about the Code of Conduct for all Individuals.
- 5.2. Should an Individual's involvement change, they will be asked to re-acknowledge the Code of Conduct, considering all new sections that apply.
- 5.3. While SSO proactively encourages formal acknowledgement and acceptance to create awareness and build understanding, the Code will remain applicable even if no formal acknowledgement has been obtained.

6. REVIEW AND APPROVAL

- 6.1. SSO's Code of Conduct shall be reviewed and approved by the SSO's Board annually at the first meeting following the AGM.

- 6.2. The Board must approve any significant amendments.
- 6.3. Changes for clarity and to correct grammatical errors, pagination and numbering do not require Board approval.
- 6.4. All registered Individuals must be notified of changes to the code in writing by way of dedicated communication when taking effect during the season. If changes are being implemented at the time of renewal, all significant amendments should be explicitly indicated to Individuals at the time of renewal.

7. EFFECTIVE DATE

- 7.1. This code will come into effect upon acceptance of the code or on **July 30, 2024**, whichever comes first for the following Individuals:
 - 7.1.1. SSO Board of Directors
 - 7.1.2. SSO Staff and Contractors
 - 7.1.3. SSO Provincial Team and Provincial Development Team Members
- 7.2. For all other Individuals, the code will **take effect upon registration for the 2024-25 season**. At this time, all Individuals, or a legal Parent or Guardian of the Individual, will be required to accept the Code of Conduct as part of the membership registration process.

Code of Conduct

Speed Skating Ontario is the recognized governing body for speed skating in Ontario. By joining SSO, participating in SSO Sanctioned Activities, representing SSO, conducting work on behalf of SSO, or being the legal parent or guardian of a member, you agree to conduct yourself per the Speed Skating Ontario's Code of Conduct. Please review each section carefully before agreeing to abide by the code.

By joining SSO and participating in SSO Sanctioned Activities, I will:

1. Be guided by the True Sport Principles and demonstrate my commitment. As a participant in speed skating, I will:

GO FOR IT – Rise to the challenge. Always strive for excellence. Be persistent and discover how good I can be.

PLAY FAIR – Understand, respect, and follow the rules. Play and compete with integrity. Understand that competition is only meaningful when accessible, inclusive, and fair.

RESPECT OTHERS – Show respect for everyone involved in creating my sporting experience, both on and off the ice. Win with dignity and lose with grace.

KEEP IT FUN – Find joy in speed skating and all forms of sport and physical activity. Share it with others and always remember what I love about sport and why I skate.

STAY HEALTHY – Always respect and care for my mind and body. Advocate for my health and safety and those around me.

INCLUDE EVERYONE – Recognize and celebrate strength in diversity. Recognize who is not participating. Invite and welcome them to speed skating.

GIVE BACK – Say thanks and show gratitude. Get involved in different ways. Encourage my friends, family, and Club to make a difference in the community.

2. I will maintain and enhance the dignity and self-esteem of Speed Skating Ontario, its Clubs, Participants, and all Individuals by:

- 2.1 Treating all with the highest standards of fairness, respect, and integrity irrespective of age, gender, race, socio-economic status, Indigeneity, sexual orientation, gender identity or expression, disability, psychosocial or cognitive ability, and their intersections.
- 2.2 Consistently demonstrating the spirit of sportsmanship, leadership, and ethical conduct.
- 2.3 Including and welcoming everyone, making accommodations, and adapting rules, if required, while ensuring fair play, meaningful competition and maintaining the spirit and integrity of speed skating and sport.
- 2.4 Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members.
- 2.5 Acting, when appropriate, to correct or prevent unjustly discriminatory practices or make other Individuals feel unsafe or unwelcome.
- 2.6 Ensuring adherence to the rules of speed skating and the spirit of those rules.
- 2.7 Participating, training, and competing only when physically, intellectually, emotionally safe, and developmentally appropriate. I will help and support others to do the same.
- 2.8 Adhering to and supporting others in all injury prevention and return to sport protocols prescribed by treating professionals.
- 2.9 Reporting any medical problems in a timely fashion when such problems may endanger my health or that of others or limit my ability to train, compete or travel (when required for training and competition).

3. Abide by Speed Skating Ontario's [Concussion Policy and Code of Conduct](#); see Speed Skating Ontario's [Concussion Policy and Code of Conduct](#) for guidelines on removal and return to sport.
4. Adhere to the [Social Media Policy](#)
5. Adhere to policies, rules, and procedures of SSO, SSC and the ISU and applicable laws in the area where I am participating in events.
6. Complete all mandatory training for my position/role within SSO and regularly participate in recommended professional development opportunities.
7. Refrain from consuming alcohol, cannabis, or other recreational drugs during Sanctioned Activity unless an event or social activity is designated explicitly as permitting adults to consume alcohol and cannabis per local legislation responsibly.
8. **Under no circumstances provide, promote, or condone:**
 - The use of drugs (other than properly prescribed medications).
 - The use of performance-enhancing substances or methods; or,
 - In the case of minors, alcohol, cannabis, and tobacco.
9. Complete training to learn about the various forms of Maltreatment in sport and my role in preventing Maltreatment.
10. Refrain from any behaviour that constitutes Maltreatment and Prohibited Behaviour as identified in this Code of Conduct, [Speed Skating Canada's Code of Conduct](#) and the [UCCMS](#). Prohibited Behaviours include, but are not limited to:

Physical Maltreatment	Discrimination
Psychological Maltreatment	Failing to Report
Neglect	Aiding and Abetting
Sexual Maltreatment	Retaliation
Grooming	Interference with or Manipulation of Process
Boundary Transgressions	False Reports
11. Respect the '[Rule of Two](#)' at all times
12. Immediately call 9-1-1, your local police department or crisis support service, if I or someone around me is in immediate danger, distress, or illegal activity is observed.
13. Immediately contact the [Speed Skating Canada Safe Sport Speak Up Line](#), SSO's Independent 3rd Party, an SSO representative or an appropriate person in a Position of Authority and Trust should I observe or experience any of the following:
 - Actions or behaviours which constitute a prohibited behaviour as defined by this Code, Speed Skating Canada's Code of Conduct or the UCCMS
 - Breaches of SSO's Code of Conduct
 - Breaches of the rules of speed skating or the spirit of those rules
14. Commit to clean sport, the [Canadian Anti-Doping Program](#), the [World Anti-Doping Code](#) and all other anti-doping regulations. In so doing, I will:
 - 14.1 Respect any sanction imposed on a Participant due to a breach of the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules.
 - 14.2 Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.

- 14.3 Refrain from associating with any person coaching, training, competing, instructing, administering, managing training or athletic development who is serving a sanction involving a period of ineligibility imposed under the Canadian Anti-Doping Program or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES).
 - 14.4 Cooperate with any Anti-Doping agency that is investigating anti-doping rule violation(s) and refrain from any offensive conduct toward a Doping.
15. Not use power, position, or authority which I may acquire through involvement with SSO or my Club to coerce another Individual or organization to engage in inappropriate activities or to inhibit the advancement of other Individuals or organizations.
16. In addition to my committed actions, I understand that all Individuals involved in and supportive of speed skating, have a crucial role in creating a fun, safe, welcoming, and inclusive environment and preventing Maltreatment in sport.
17. Speed Skating Canada's Safe Sport Speak Up Line allows me to report misconduct.
 - 17.1 An Independent 3rd Party, Integrity Counts, operates it.
 - 17.2 It is accessible [online](#) and by telephone (**888.889.1203**) – 24 hours a day, seven days a week (including weekends and holidays)
 - 17.3 All **communications are confidential**, and complaints can be filed **with or without anonymity**.
 - 17.4 Items that can be reported include governance disputes, non-compliance with organizational policies, and conduct or behaviour that results or has the potential to result in physical or psychological harm, including but not limited to maltreatment, abuse of authority, bullying, harassment, and discrimination.
 - 17.5 An Independent 3rd Party will review complaints to determine the next steps, including jurisdiction per the [Complaints and Discipline Policy](#) and applicable policies of Speed Skating Canada and the Abuse-Free Sport Program.
 - 17.6 Most complaints will be transferred to Speed Skating Ontario's Independent Third Party, which will oversee the adjudication or serve as Case Manager as applicable.
 - 17.7 If the Respondent is an Abuse-Free Sport Participant, the complaint will be transferred to the Abuse-Free Sport [Office of the Sport Integrity Commissioner](#).
 - 17.8 If I wish to make a complaint regarding a UCCMS Participant, it is best to submit it directly to the Abuse Free Sport [Office of the Sport Integrity Commissioner](#)
 - 17.9 If I am identified as an Abuse-Free Sport Participant by Speed Skating Canada, the Abuse-Free Sport Office of the Sport Integrity Commissioner will first handle any complaints regarding my conduct.
18. All doping violations, suspected and confirmed, will be administered per the [Canadian Anti-Doping Program](#) and the [World Anti-Doping Code](#).
19. If I breach this Code of Conduct, I will be subject to disciplinary action per the [Complaints and Discipline Policy](#).
20. Any of the following actions will constitute a breach of this Code of Conduct
 - 20.1 Failing to notify SSO if I am sanctioned by, or become the subject of, any investigation conducted by another sporting body or legal authorities. Should such an event occur, SSO's screening committee may entirely revoke or restrict my ability to participate in SSO activities and events.

- 20.2 Threatening or seeking to intimidate another Individual to discourage that Individual from filing, in good faith, a complaint according to any SSO policy. I will be subject to discipline per SSO's [Complaints and Discipline Policy](#).
- 20.3 Filing a complaint or threatening to file a complaint for retaliation, retribution, or reprisal against any other Individual or affiliated organization. Any Individual in breach of this section shall be liable for the costs related to the disciplinary process required to establish such a breach.

ADDITIONAL RESPONSIBILITIES

3. Skaters

As a skater registered with SSO, I will:

1. Adhere to all expectations and responsibilities described in SSO's General Code of Conduct.
2. Participate, appear on time, and be prepared to participate to the best of my abilities.
3. Proudly represent my Club, SSO, the Province of Ontario and Canada to the best of my abilities, understanding that I am an ambassador for speed skating and may be a role model for others.
4. Always wear appropriate attire and appropriately fitted equipment.
5. Adhere to the rules of the competition or the training environment, including any rules and requirements regarding clothing and equipment, including those established by coaches and managers.
6. Refrain from the display of violence, foul language, or gestures to other athletes, officials, coaches, or spectators.
7. Accurately represent myself and not attempt to participate in a competition for which I am not eligible because of age, classification, or other reasons.
8. Dress and speak to represent myself, my sport and the team and organizations I represent with integrity and professionalism.
9. Appreciate and thank Coaches, Officials, SSSM members, Volunteers and encourage others to do the same.
10. Adhere to [SSO's Social Media Policy](#)
11. I will only communicate with coaches and support staff through designated team communication channels for my protection and the protection of coaches and other team officials.
12. Should a coach or other team official attempt to communicate with me through other channels, I will not respond and will notify their supervisor or contact [Speed Skating Canada's Safe Sport Speak-Up Line](#).

If I am an athlete under the age of eighteen (18):

13. I am responsible for keeping my legal parent(s)/guardian(s) informed of my sporting activities, and SSO, my Club and coaches must keep them informed of my activity.
14. Specifically, I acknowledge and understand that:
 - 14.1 My parent(s)/legal guardian(s) must provide written consent for me to participate in all activities.
 - 14.2 My parent(s)/legal guardian(s) will be included in all communications sent directly to individual athletes.
 - 14.3 I will include a parent/legal guardian in my communication with coaches and other support staff. Should I wish to communicate something confidential and something I do

not feel comfortable sharing with my parents, I will include at least two people in positions of authority and trust in my communication. (Another Coach, SSO Safe Sport Officer, SSO Technical Director, Club President, or Board Member)

4. Coaches and Sport Science and Sport Medicine (SSSM)

The position of Coach or Sport Science or Sport Medicine (SSSM) member is a position of authority and trust, within which there is an inherent power imbalance. It is a privileged position that plays a critical role in athletes' personal, sports and athletic development, positive or negative. Coaches and teachers are two of the most significant relationships many young people will have outside their immediate family. Many young athletes (adolescents and young adults) will spend more time with their coach than any other adult.

Accordingly, the Coach and SSSM Members positions have additional responsibilities.

As a Coach or SSSM Member, I will:

1. Adhere to all expectations and responsibilities described in SSO's General Code of Conduct.
2. Recognize that the Coach/SSSM-athlete relationship is privileged and critical in the athlete's personal, sports, and athletic development.
3. Respect the inherent power imbalance in the coach/SSSM-athlete relationship and be extremely careful not to abuse it, consciously or unconsciously.
4. Ensure a safe environment by selecting activities and establishing controls suitable for the involved athletes' age, experience, ability, physical, technical, tactical, mental, social, and emotional development.
5. Act in the best interest of the athlete's development as a whole person.
6. Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes.
7. Avoid compromising athletes' present and future health and directing athletes to qualified medical professionals when required.
8. Communicate and cooperate with sports medicine professionals diagnosing, treating, and managing athletes' medical and psychological needs.
9. I will abide by Speed Skating Ontario's [Concussion Policy and Code of Conduct](#).
10. Provide relevant training history, background, and other relevant information to support the coaching staff of a training camp, provincial team, or national team, should an athlete qualify for participation in one of these programs.
11. Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate.
12. Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete.
13. Comply with SSO's [Screening Policy](#).
14. Respect athletes competing with other Clubs, provinces, territories, and international teams.
15. Appreciate and thank Officials, Volunteers, SSSM Members, and other Coaches and encourage others to do the same.

16. Do not encroach upon topics or actions deemed to be within the realm of 'coaching' without first receiving approval from the coaches responsible for the athletes when coaching athletes for whom you are not directly involved.
17. Declare any potential Conflicts of Interest before they arise and remove myself from any situations where an actual or perceived conflict has the potential to call the integrity of a decision or the organization into question.
18. Not engage in an intimate or romantic relationship with an athlete of any age in which the Coach/SSSM member is currently in a Position of Authority or Trust or has been in such a position within the past two (2) years or until the participant has reached the age of twenty-five (25), whichever is greater. See the [UCCMS](#) for additional clarity.
19. Respect and promote the rights of all participants in sport.
20. Respect the athlete's right to confidentiality (privacy), informed participation, and fair and reasonable treatment.
21. Respect and promote the rights of participants in a vulnerable or dependent position and less able to protect their rights.
22. Dress professionally, use appropriate language and refrain from the display of violence, foul language, or gestures to other athletes, officials, coaches, or spectators.
23. I will only communicate with athletes through officially designated communication channels for my protection and the protection of athletes. Should an athlete engage with me directly through any private communication channel without including a second person in a position of trust and authority (Rule of Two), I will take one of the following actions to respond as is appropriate for the situation:
 - Answer the question/inquiry through a group communication channel (What's App Group Chat; Team Facebook Group; Group SMS blast, etc.). Use tagging or other tools to ensure the athlete knows you have responded. For example... Thank you, @athlete, for reminding me to send the practice schedule for next week. Here it is. See everyone tomorrow at 5 pm.
 - Respond to the athlete using the original communication tool, adding a second person of authority and trust to the conversation, and indicating that the SSO's policy does not allow coaches to engage in communications with athletes that cannot be monitored and that you have included person X in your response.
 - If the initial method of communication does not permit you to add a person to the conversation, select an alternate means of communication to respond.

5. Officials

Officials are essential to providing athletes with fun, fair, safe, and inclusive competition opportunities. It is a privileged position that plays a critical role in the personal, sports and athletic development of athletes, coaches, and other officials. This impact can be positive or negative. As an official, you are in a position of authority and trust, creating inherent power imbalances. These power imbalances exist between officials with different qualifications and positions and between officials, coaches, and athletes.

For Senior Officials training and mentoring developing officials, the relationship between Trainer/Mentor and Trainee/Mentee is like that between athlete and coach. Accordingly, Officials have additional responsibilities.

As an official, I will

1. Adhere to all expectations and responsibilities described in SSO's General Code of Conduct.
2. Be a representative of Speed Skating Ontario and Speed Skating Canada and serve as an ambassador of speed skating and a role model to others.
3. Act openly, impartially, professionally, lawfully, and in good faith in the best interests of the development of Participants as whole people.
4. Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others.
5. Avoid compromising athletes' present and future health and directing athletes to qualified medical professionals when required.
6. Care for the health and safety of all Individuals by taking concussions and all other injuries seriously.
7. Create an environment where all Individuals feel safe and comfortable speaking up regarding concussion and other injuries. I will:
 - 7.1 Encourage athletes not to hide their symptoms but to tell me, their coach, an SSSM member, or another adult they trust if they experience any symptoms of concussion after an impact.
 - 7.2 Lead by example and tell my partner, my child, or a friend to seek medical attention from an appropriately qualified professional if I am experiencing symptoms of concussion or any other injury.
 - 7.3 Ensure that any individual who is identified as having a suspected concussion or other injury requiring removal during competition is assessed by a qualified Individual(s) designated by SSO for the competition and only allowed to participate in training sessions, warm-up, or additional races if they have been cleared to do so.
 - 7.4 I will play the vital role of a gatekeeper in supporting the Return-to-Sport process.
8. I will respect my fellow officials, coaches, team trainers, parents and medical professionals in any decisions made regarding the health and safety of an athlete and recognize the limitations of my knowledge and expertise.
9. If I suspect that a medical declaration has been falsified or that a competitor is still demonstrating symptoms despite having received clearance, I will air on the side of caution and request that the onsite medical professional re-evaluate them before allowing the Individual to participate.
10. Maintain and update my knowledge of the rules and rule changes and adhere to those rules presently in effect.
11. Not publicly criticize other officials, athletes, competition organizers, Speed Skating Ontario, or Speed Skating Canada.
12. Refrain from displaying violence, foul language, or gestures to athletes, other officials, coaches, or spectators.
13. Provide constructive feedback on the conduct of fellow officials, meet organizers, and develop improved rules and organization of competitions.
14. Work within the boundaries of my position.
15. Take ownership of actions and decisions made while officiating. Be open to feedback and constructive criticism.
16. Respect the rights, dignity, and worth of all Participants.

17. Respect confidentiality for issues of a sensitive nature and specific information or data about participants.
18. Comply with SSO's [Screening Policy](#).
19. Declare any potential Conflicts of Interest before they arise and remove myself from any situations where an actual or perceived conflict has the potential to call the integrity of a decision or the organization into question.
20. Honour all assignments unless unable to do so by virtue of illness or personal emergency and, in these cases, inform the assignor or organization at the earliest possible time.
21. Submit written reports on time, using the form(s) provided, using clear, objective information to describe any situations that occurred.
22. Dress in proper attire for officiating, including appropriate safety equipment.

6. Directors, Committee Members and Staff

Directors, committee members, and staff are responsible for ensuring all people participating in speed skating within Ontario enjoy a fun, safe, welcoming, and inclusive environment. By assuming the role of a Director, Committee Member or Staff for SSO or a Club, you are agreeing to be a steward of the sport of speed skating.

You are placing yourself in a privileged position of authority and trust that plays a critical role in the sports experience and development of every Individual who joins the association. You have a Duty of Care for the Individuals participating in speed skating and the sport. As a result, you are more than likely to find yourself in situations where an inherent power imbalance exists. You must put the organization's interests ahead of your own.

Accordingly, the Director, Committee and Staff positions all carry additional responsibilities.

As a Director, Committee Member or Staff Person, I will:

1. Adhere to SSO's General Code of Conduct
2. Be a representative of Speed Skating Ontario (and my Club, where applicable), an ambassador of speed skating and a role model.
3. Act honestly, with integrity and in good faith, conducting myself in a manner consistent with the nature and responsibility of the business, adhering to the Code of Conduct, and in the best interests of SAA and my Club above any other interests.
4. Act in the best interest of the athlete's development as a whole person.
5. Exercise the degree of care, diligence, and skill required in performing my duties according to my job description, the Terms of Reference of my board/committee and all applicable laws.
6. Function primarily as a Director, Committee Member or Staff Member (as applicable), not as a representative of any other constituency or stakeholder group.
7. Ensure that financial affairs are conducted responsibly and transparently with due regard for all fiduciary responsibilities.
8. Comply with SSO's [Screening Policy](#).
9. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism.

10. Declare any potential Conflicts of Interest before they arise and remove myself from all situations where an actual or perceived conflict has the potential to call the integrity of a decision or the organization into question.
11. Behave with decorum appropriate to both circumstance and position.
12. Respect the confidentiality appropriate to issues of a sensitive nature.
13. Respect and support the majority's decisions and resign if unable to do so.
14. Commit the time to attend meetings and diligently prepare for and participate in such discussions.
15. Thoroughly understand all governance documents and subject matter for which I am responsible.

7. Parents and Legal Guardians

As the parent or legal guardian of a speed skating athlete, you have a critical role to play in supporting the development of your child(ren). SSO recognizes your crucial role in supporting your child's development. The SSO Code of Conduct for Parents and Legal Guardians aims to ensure that you know the attitudes and behaviours our organization expects of all participants and provide you with the knowledge and tools to help support the journey.

To support these efforts, we require that at least one parent or legal guardian of Individuals under eighteen sign SSO's Code of Conduct and acknowledge what is expected of them.

As the parent/legal guardian of [child's name] registered with SSO, I will:

1. Abide by all expectations and responsibilities described in Speed Skating Ontario's Code of Conduct.
2. Review the SSO Code of Conduct with my child(ren) to ensure they fully understand the expectations being placed upon them and the potential consequences.

NOTE: For Children under the age of thirteen (13), it is not necessary to review the full Code of Conduct with your child. Instead, we encourage you to review and discuss the [True Sport Principles](#).

3. Ensure that my child can access properly fitted attire and safety equipment to participate in speed skating. If you cannot ensure appropriate equipment and attire due to financial or other hardships, do not hesitate to contact your Club President or SSO's Technical Director. We will make reasonable efforts to help you access appropriate equipment and attire for your child. Financial assistance may be available through your local KidSport or Canadian Tire JumpStart chapter.
4. Be supportive of their needs and advocate for their best interests.
5. Follow the guidance and advice of my child's coaches, SSSM (where applicable), medical professionals and recognized experts.
6. Review with my child, concussion education materials in accordance with [SSO's Concussion Policy and Code of Conduct](#). and Speed Skating Canada's [Concussion Policy](#).
7. I will respect my fellow parents, coaches, officials, and medical professionals in any decisions made regarding the health and safety of an athlete and recognize the limitations of my knowledge and expertise.
8. If I suspect that a medical declaration has been falsified or that a competitor is still demonstrating symptoms despite having received clearance, I will air on the side of caution and request that the onsite medical professional re-evaluate them before allowing the Individual to participate.
9. The needs of each child are different, and it is essential for me to actively engage and discuss with my child and their coach to understand how I can best support them in pursuing their sporting goals. It is my child's sporting journey, and I do not mind.

10. I will watch the True Sport [The Ride Home](#) video and review the supporting resources for parents posted on the SSO website.



11. I will regularly attend parent information sessions offered by my club and SSO, asking questions to understand.
12. Respect the decisions of coaches, officials, event organizers, Clubs and SSO. If I disagree with a decision, I will avoid publicly criticizing the decision and privately seek additional clarification to understand the decision. If, at that time, I wish to further challenge the decision on behalf of my child, I agree to do so per SSO's Appeals Policy or the Complaints and Discipline Policy.
13. If my child has reached the age of majority, it is my child and not I who must submit an appeal.

Additionally, when observing training and in attendance at events, I will:

14. Support my child unconditionally.
15. Regularly attend my child's practices and competitions
16. Cheer for my child, their teammates, and other competitors.
17. Listen to my child to understand motivation.
18. Model self-control, good problem-solving and conflict-management skills.
19. Appreciate and thank officials and encourage others to do the same.
20. Encourage commitment, teamwork, inclusion, respect, and punctuality.
21. Respect and show appreciation to all competitors, coaches, officials, meet organizers and other volunteers.
22. Encourage my child to strive for personal growth and excellence and to compete within the rules.
23. Find ways to keep it fun!
24. Be my child's biggest fan.

25. Not rush the process. Excellence takes time, and kids need to be kids.
26. Speak up when other parents, coaches, officials, or spectators are behaving poorly.
27. Support all efforts to prevent maltreatment and to remove verbal and physical abuse, coercion, intimidation, and sarcasm from speed skating. Should I witness or suspect maltreatment, I will [report it](#).
28. Seek feedback, guidance, and support to enhance my sports parent skills and keep myself in check, if required.
29. Practice specific skills and activities at home. Play with my child and keep it fun!
30. Lend a hand when I can and volunteer regularly when support is needed.

I will not:

31. Let my emotions get the better of me.
32. Yell out advice or criticism to my child or others.
33. Ask my child to act one way and then model something else.
34. Compare my child with others.
35. Ridicule a participant for making a mistake.
36. Focus the sports experience solely on winning or times.
37. Treat my child differently after a win vs. a loss.
38. Undermine the coach or support staff.
39. Use the ride home to critique my child.
40. Question the integrity, good intentions or honesty of officials, coaches, volunteers, or staff.
41. Interfere with a competition.

APPENDIX A – DEFINITIONS

The following terms are used in Speed Skating Ontario’s Safe Sport Policy. The following definitions are to be used for understanding and interpretation. To ensure consistency of terms within the Canadian Sport System, many of these terms have been adopted or adapted from existing publications such as the UCCMS, Speed Skating Canada and True Sport.

Abuse	Refers to Child/Youth Abuse or Vulnerable Adult Abuse.
Abuse Free Sport	“Abuse-Free Sport (AFS)” – Program created by the Sport Dispute Resolution Center of Canada (SDRCC) in accordance with its mandate to establish an independent safe sport mechanism to implement the UCCMS
Abuse Free Sport Participant	“Abuse-Free Sport Participant” – Individual participating in the Signatory’s operations, activities and programs who is bound by the Abuse-Free Sport Participant Consent Form. Abuse-Free Sport Participant may include, without limitation, an athlete, a coach, an official, an athlete support personnel, an employee, a contractual worker, an administrator, or a volunteer acting on behalf of, or representing the Signatory in any capacity.
Affected Party	Any individual or entity, as determined by the case manager, may be affected by a decision rendered by the SSO and may have recourse to an appeal.
Affiliated Organization	Refers to any organization or corporate entity with a formal relationship with SSO, membership or other, that makes some or all its activities subject to SSO policies.
Age of Majority	<p>The age at which a person becomes an adult in the eyes of the law – when a person has control over themselves. The age of majority is also the age at which other people’s responsibilities over the person ends (such as adults, guardians, or child protection services).</p> <p>The age of majority is different in each province and territory in Canada. In Ontario, the age of majority is eighteen (18). People under the age of majority are commonly referred to as minors. It is the responsibility of people who have reached the age of majority to know if a person they are interacting with is a minor.</p>
Athlete and Skater	Any Individual who participates in training or competition for pleasure, personal improvement, or performance.
Appellant	The Party appealing a decision.
Boundary Transgressions	Interactions or communications that breach objectively reasonable boundaries of an individual and are inconsistent with the duties/responsibilities of the Participant.
Case Manager	An individual, retained by SSO, who is independent of all parties involved to manage complaints and appeals. The Case Manager will have responsibilities that include but are not limited to determining jurisdiction, ensuring procedural fairness, respecting the applicable timelines, and using decision-making authority empowered by Policy.
Club	A local organization that coordinates and provides speed skating activities in communities throughout Ontario. Clubs are the voting Members of SSO as defined by the SSO Bylaws.

Consent	The communicated voluntary agreement to engage in the activity in question by a person with the legal capacity to consent. Consent regarding sexual activity is assessed in accordance with the laws of Canada, including the Criminal Code, and those of the Province of Ontario.
Criminal Code	The Criminal Code of Canada (Criminal Code, R.S.C. 1985, c. C-46, as amended).
Coach	Refers to any person who provides instruction or guidance for the purpose of improving skill or performance, unless specifically identified as an Integrated Support Team Member or volunteer support who works under the direct supervision of a Coach.
Criminal Record Check (CRC)	<p>A check was done against the RCMP's Canadian Police Information Centre (CPIC) system for adult convictions. They consist of a check of the National Repository of Criminal Records based on a person's name and date of birth. It may also include searches of other national and local databases. A criminal record check will determine if a person has been charged or convicted of a crime.</p> <p>When name-based criminal record checks do not provide a definite way of confirming a person's identity, you may be asked to provide fingerprints. This is known as a "certified criminal record check."</p>
Director	Refers to an individual appointed or elected to the Board of Directors of a designated organization.
Disclosure	The sharing of information by a person regarding an incident or a pattern of Maltreatment experienced by that person, including a breach of reasonable boundaries. Disclosure does not constitute a formal Report.
Discrimination	<p>Behaviour, policies, or practices that contribute to differential, inequitable, adverse or otherwise inappropriate treatment of or impact on an individual or class of individuals based on one or more prohibited grounds, which include race, national or ethnic origin, colour, Indigeneity, religion, age, sex, sexual orientation, gender identity or expression, pregnancy, marital status, family status, language, genetic characteristics or disability, and analogous grounds. Behaviour, policies, or practices specifically benefitting members of marginalized groups shall not be considered Discrimination.</p> <p>Discrimination does not include behaviour, policies or practices rationally connected to legitimate sport objectives with the honest and good faith belief that they are reasonably necessary to accomplish the relevant objectives, provided that accommodation of the needs of an individual or a class of individuals affected would impose an undue hardship on the Participant that would have to accommodate those needs, considering health, safety, cost, and legitimate sport objectives.</p>
<u>Enhanced Police Information Check (E-PIC)</u>	A proprietary service is offered available from <u>Sterling Backcheck</u> . The service consists of a Criminal Record Check and Local Police Information (LPI), also referred to as a Judicial Matters Check, which searches for additional convictions outside of the RCMP's National Repository and Judicial Matters as reported by local police jurisdictions.
Gender	<p>Gender is social and cultural. It is how your identity relates to society's idea of what it means to be a woman, man, neither, or a mix of many genders.</p> <p>For most people, their gender matches up with the cultural expectations of the sex they were assigned at birth. This means they are cisgender. Others may self-identify as being transgender, agender, Two-Spirit, genderqueer, non-binary, gender fluid or any number of terms.</p>

Gender expression	<p>Gender expression is how you choose to express your gender identity through your name, pronouns, clothing, hairstyle, behaviour, voice, or body features.</p> <p>Gender expression includes using facilities (like washrooms and change rooms) that match up with your own sense of gender. Society often thinks of these cues as being male/masculine and female/feminine. But what's thought to be masculine and feminine changes over time and within different cultures.</p>
Gender Identity	<p>Gender identity is your deeply held inner feelings of whether you are female or male, both or neither. Others do not see your gender identity.</p> <p>Gender identity may be the same as the sex you were assigned at birth (cisgender) or not (transgender). Some people identify as a man (or a boy) or a woman (or a girl). And some have a gender identity that does not fit into one of these genders.</p>
Grooming	<p>Deliberate conduct by a Participant comprised of one or several acts that, when viewed objectively, either make it easier to engage in Sexual Maltreatment or reduce the chance that Sexual Maltreatment will be reported.</p>
Individuals and Participants	<p>Both refer to people engaged in activities with SSO and its Clubs, including, but not limited to, athletes/participants, coaches, officials, volunteers, managers, administrators, committee members, staff, directors, and officers.</p>
Legal Duty to Report	<p>The legal obligation to report potential abuse of a person under the age of protection in their province or territory of residence, in accordance with applicable provincial and territorial legislation. In Ontario, the legal age of protection is sixteen (16).</p>
Local Police Information (LPI)	<p>Additional conviction and selected non-conviction information in national and local police data sources which may be relevant to the position sought. Also referred to as Judicial Matters.</p>
Maltreatment	<p>A volitional act or omission that results in harm or has the potential for physical or psychological harm.</p>
Minor	<p>Any Individual participating in activities in the Province of Ontario under the age of eighteen (18), except for those designated as UCCMS (Universal Code of Conduct for Maltreatment in Sport) Participants, for whom a minor is defined as any individual under the age of nineteen (19).</p> <p>For activities outside of Ontario all persons who have not reached the age of majority in the province or territory where an activity is taking place shall be considered a minor.</p> <p>It is always the responsibility of persons who have reached the age of majority to know if an Individual is a minor.</p>
Neglect	<p>Any pattern or a single serious incident of lack of reasonable care, inattention to a Participant's needs, nurturing or well-being, or omissions in care.</p>
OSIC	<p>"Office of the Sport Integrity Commissioner (OSIC)" – functionally independent division of the SDRCC, or designate responsible for administering the UCCMS for purposes of the Abuse-Free Sport program, which specific responsibilities include (i) administering the Complaint Management and the Sport Environment Assessment processes; (ii) maintaining the Registry; (iii) monitoring organizational compliance by Abuse-Free Sport Signatories and issuing reports as required, and (iv) acting as the central hub for Abuse-Free Sport. This definition shall take into account the transfer of OSIC outside the structure of the SDRCC once the transfer becomes effective.</p> <p>For more information on the functions of the Office and the Sport Integrity Commissioner, please consult: https://sportintegritycommissioner.ca/</p>

Official	Any person who is paid or volunteers to enforce the rules of a speed skating competition or who is directly involved in ensuring the competition environment remains safe for participants and whose role is defined as an official by either Speed Skating Canada, Speed Skating Ontario, or the International Skating Union
Person in Authority	Any Individual who holds a position of authority, trust, or control over another person within SSO or a Club, including, but not limited to, coaches, officials, managers, support personnel, chaperones, and Directors.
Physical Maltreatment	Any pattern or a single serious incident of deliberate conduct, including contact behaviours and non-contact behaviours, has the potential to be harmful to a person's physical or psychological well-being.
Power Imbalance	<p>A Power Imbalance is presumed to exist where a Participant has authority or control over another person, is able to confer, grant or deny a benefit or advancement to the person, or is responsible for the physical or psychological well-being of the person.</p> <p>Whether an actual power imbalance exists will be determined based on the totality of the circumstances, including the subjective view of the subordinate Participant. See SSO's Athlete Protection Guidelines for additional information regarding how to determine if a power imbalance exists.</p>
Prohibited Behaviour	<p>All activities and behaviours described as prohibited within this manual and associated policies including but not limited to Maltreatment. In addition to the prohibited behaviours described herein, SSO recognizes all activities and behaviours identified by the following organizations as prohibited:</p> <ul style="list-style-type: none"> • SSO Clubs and affiliated organizations • Abuse-Free Sport - Office of the Sport Integrity Commissioner, as defined in Section 5 of the UCCMS • Speed Skating Canada as defined in its policies and code of conduct. • Other sport organizations outside, when participating in activities and events within their jurisdiction, including but not limited to, the International Skating Union, other provincial and territorial speed skating organizations, and the Canada Games <p>It is everyone's responsibility to be aware of additional prohibited behaviours when participating in activities at another Club and any activities that SSO does not sanction.</p>
Psychological Maltreatment	Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to a person's psychological well-being.
Report (or Report)	The provision of information by a Participant or by any person to an independent authority designated to receive Reports regarding Prohibited Behaviour. Reporting may occur through either (i) the person who experienced the Prohibited Behaviour or (ii) someone who witnessed the Prohibited Behaviour or otherwise knows or reasonably believes that Prohibited Behaviour or a risk of Prohibited Behaviour exists.
Reporting Obligation	The obligation to report possible prohibited behaviour to a designated authority as required by law, as well as those identified in SSO's Safe Sport Policies.
Respondent	An individual or body against whom a complaint has been made or whose decision is being appealed.

Rule of Two	<p>It is a leading practice to ensure a safe sports environment for all. The goal of the Rule of Two is to ensure that all interactions and communications are open, observable, and justifiable.</p> <p>When following the Rule of Two, two responsible adults (a coach, parent, or screened volunteer) are present with a participant. There may be exceptions in emergencies.</p>
Sanctioned Activity	<p>Sanctioned activity refers to all activity recognized by SSO, an SSO Club or Affiliated Organization related to speed skating, including, but not limited to, competitions, training sessions, training camps, meetings, travel, consultations and evaluations, treatments and interactions with other Individuals registered with SSO.</p>
Sex	<p>Sex is a category that people are assigned at birth based on the genitals they are born with. Sex may also be on proof of identity documents. This most often includes female, male or X.</p> <p>X is sometimes used by people who do not identify as female or male or who choose not to share their gender on identity documents. You will sometimes see “sex” or “gender” on your identity documents. Some people change what is listed as their gender, and others do not. You have the right to self-identify your gender.</p>
Sexual Maltreatment	<p>Any pattern or a single incident, whether physical or psychological, that is committed, threatened, or attempted and that has the potential to be harmful to a person’s sexual integrity.</p>
Risk	<p>Refers to the effect of uncertainty on achieving desired outcomes.</p>
Risk Management	<p>An integrated, documented and system-wide process used to identify, assess, and treat risks to achieve desired outcomes better and reflect SSO’s values</p>
SSO	<p>Refers to The Ontario Speed Skating Association doing business as Speed Skating Ontario (SSO), the recognized Provincial Sport Organization (PSO) and governing body for speed skating in Ontario.</p>
SSC (Speed Skating Canada)	<p>Refers to Speed Skating Canada, the national governing body and recognized National Sport Organization (NSO) for speed skating in Canada of which SSO is a Member.</p>
UCCMS	<p>Refers to the Universal Code of Conduct to Prevent and Address Maltreatment in Sport which is the core document that sets harmonized rules to be adopted by sport organizations that receive funding from the Government of Canada to advance a respectful sport culture that delivers quality, inclusive, accessible, welcoming, and safe sport experiences. Unless otherwise stated, the version to be referenced is the most recent version published by Abuse-Free Sport Office of the Sport Integrity Commissioner accessed at: https://sportintegritycommissioner.ca/uccms.</p>
Vulnerable Individuals	<p>Any person 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. This includes persons at increased risk of Maltreatment or coercion, often due to age, gender, race, poverty, Indigeneity, sexual orientation, gender identity or expression, disability, psychosocial or cognitive ability, and their intersections. Vulnerable Participants include all persons under the <i>age of majority</i> and persons who are not able to provide informed Consent.</p>

Vulnerable Sector Check (VSC)

A vulnerable sector check is a police information check plus a check to see if a person has a record suspension (pardon) for sexual offences. They can only be obtained through your local police department.

Vulnerable sector checks were created in 2000 to protect children and vulnerable persons and are governed by section 6.3(3) of the [Criminal Records Act](#). Policies and procedures related to vulnerable sector checks can be found in the [Dissemination of Criminal Record Information policy](#) and the Ministerial Directive Concerning the Release of Criminal Record Information by the Royal Canadian Mounted Police.

To meet the legal requirements for a vulnerable sector check, the nature of the position – not the person – must cause the person to have authority over, or trust, children, or vulnerable persons. Questions concerning the requirement to obtain a vulnerable sector check should be directed to SSO.

Worker

Refers to an individual who has signed an Employment Agreement or Contractor Agreement with SSO.