



TRUE SPORT POLICY

This policy has been prepared by Speed Skating Ontario and is a Pan-Canadian policy applicable to Speed Skating Ontario. This document cannot be modified by a club without consultation and approval from Speed Skating Ontario.

Purpose

1. The purpose of this policy is to provide an overarching guiding statement on Speed Skating Ontario's commitment to Managing by Values and to live the True Sport Principles. In general, this policy gives guidance as it describes how Speed Skating Ontario makes decisions in a way that aligns with its organizational values and the True Sport Principles. This policy has other purposes as well, namely:
 - a. Reinforces Speed Skating Ontario's commitment to creating a values-based and principle-driven culture from executive boardroom to field of play.
 - b. Gives context to Speed Skating Ontario's commitment to manage risk effectively.
 - c. Supports enhanced decision making by ensuring alignment with organizational values and the True Sport Principles when applicable to field of play.
 - d. Enhances Speed Skating Ontario's brand, reputation, and image.
 - e. Performs an educational function for staff, Board of Directors, members, and stakeholders; and
 - f. Helps to ensure a sustainable transfer of philosophy as leadership changes over.

Missions, Vision and Values

2. Speed Skating Ontario has the following mission, vision, and values:
 - a. Mission – Providing leadership in the development of confidence, character, and connection through sport.
 - b. Vision – A diverse community connected through skating.
 - c. Values –Fairness, Excellence, Inclusion and Fun.
3. Speed Skating Ontario commits to a Management by Values philosophy that aligns decisions with its organizational values. Specifically, the following commitments are made by leaders of the organization:
 - a. Speed Skating Ontario:
 - i. Defines a list of values that reflect its culture and ethos;
 - ii. Communicates organizational values to prospective staff by including them in the interview process, as well as promoting visibly within the organization, sharing on the website, and including on letterhead and other communications materials;
 - iii. Educates staff, Board of Directors, members and stakeholders on methods to align organizational values with decisions by ensuring they are included and reflected in the decision-making process, added to agendas, and are included up front when beginning meetings;

- iv. Evaluates the performance of staff, the Board of Directors and the organization according to its organizational values by incorporating them into the performance management process;
- v. Manages risks by ensuring that identified risks and risk treatment strategies are evaluated in accordance with Speed Skating Ontario's values (See Risk Management Policy);
- vi. Expresses its commitment to sharing its values with stakeholders by including them in public comments, stakeholder engagement sessions, and when speaking on behalf of Speed Skating Ontario; and
- vii. Commits to reviewing their organizational values as part of its strategic plan renewal process.

Commitment to the True Sport Principles

4. The True Sport Principles are the expressed commitment by Speed Skating Ontario to ensure a safe, inclusive, welcoming and positive environment for athletes, supported by coaches, parents, officials and administrators. Speed Skating Ontario believes that adhering to these field of play principles will encourage an optimal sport environment for all participants. Furthermore, Speed Skating Ontario will benefit from aligning with other sport organizations who also believe in and are promoting these principles.

5. The True Sport Principles are as follows:
 - **Go for It** – Rise to the challenge – always strive for excellence. Be persistent and discover how good you can be.
 - **Play Fair** – Understand, respect, and follow the rules. Play with integrity – competition is only meaningful when it is fair.
 - **Respect Others** – Show respect for everyone involved in creating your sporting experience, both on and off the field of play. Win with dignity and lose with grace.
 - **Keep it Fun** – Find the joy in sport and share it with others. Remember what you love about sport and why you play.
 - **Stay Healthy** – Always respect and care for your mind and body. Advocate for the health and safety of yourself and those around you.
 - **Include Everyone** – Recognize and celebrate strength in diversity. Invite and welcome others into sport.
 - **Give Back** – Say thanks and show gratitude. Encourage your sport group to make a difference in the community.

6. Speed Skating Ontario demonstrates a meaningful commitment to the True Sport Principles through many actions and activities including, but not limited to, the following:
 - a. Publicly commit to True Sport by adding Speed Skating Ontario's name and contact information at <https://truesportpur.ca/join>;
 - b. Integrate organizational values and the True Sport Principles into other policies and practices to enhance alignment and to minimize risks.
 - c. Add a [True Sport logo](#) to Speed Skating Ontario's letterhead.
 - d. Announce Speed Skating Ontario's commitment in a joint media release with True Sport to support the integration of the True Sport Principles.
 - e. Incorporate the True Sport brand and messaging in a manner that upholds our commitment to fair, inclusive and ethical sport <https://truesportpur.ca/display-true-sport-0>;
 - f. Educate coaches and athletes on Speed Skating Ontario commitment to the True Sport Principles by incorporating them in coach education materials, workshops, and evaluation.

- g. Monitor and evaluate how well the True Sport Principles are being lived on the field of play through annual membership survey and by engaging athletes.

Planning and Governance

- 7. Speed Skating Ontario pledges to ensure its governance and operations reflect the commitment to its organizational values and the True Sport Principles in the following ways:
 - a) **Legal requirements:** Speed Skating Ontario will adopt, maintain, and monitor comprehensive policies that meet legal requirements and stakeholder expectations.
 - b) **Strategy:** Speed Skating Ontario will have a strategic plan that reflects Speed Skating Ontario's mission, vision, values, and the True Sport Principles.
 - c) **Program implementation:** Staff will reflect the organizational values and the True Sport Principles in the implementation and delivery of their programs.
 - d) **Governance:** Speed Skating Ontario will have a diverse blend of directors who commit to adhering to the principles of True Sport, a Management by Values philosophy, and to serve their fiduciary duties, free of conflict.
 - e) **Risk Management:** Speed Skating Ontario manages risks by having a risk management program and policy, a process to identify, assess, and mitigate risks, a risk registry that captures high to very high-level risk, defined risk tolerance between staff and Board of Directors, and a process to continually educate and communicate its commitment to manage risks to staff, Board of Directors, members, and key stakeholders.
 - f) **Education and Communications:** Speed Skating Ontario commits to educate its Board of Directors, staff, funders, sponsors, members, and stakeholders on its commitment to Management by Values and the True Sport Principles.

Scope and Authority

- 8. The Executive Director is the designated staff person responsible for the implementation, maintenance and communication of this policy. It is understood that the Executive Director works with the Board of Directors and staff to ensure that Speed Skating Ontario's values and the True Sport Principles are considered according to this policy, which applies to all decision and activities undertaken on behalf of Speed Skating Ontario.

Reporting and Ongoing Monitoring

- 9. To ensure that the True Sport policy remains a high priority within Speed Skating Ontario, and to promote an organizational culture that embraces a values orientation, adherence to a Management by Values philosophy and the True Sport Principles will be included on the agenda of every regular Board meeting, to continue to shape the quality of decisions that impact Speed Skating Ontario.
- 10. Speed Skating Ontario recognizes that proactive communication is an essential part of the Management by Values philosophy and helps to create a climate that encourages adherence to the True Sport Principles. This policy will be communicated to staff, Board of Directors, members, committees, and volunteers throughout the year and Speed Skating Ontario will report on progress made in relation to outcomes related to this policy.