



SCREENING POLICY (Excerpt from Rugby Ontario Operations Manual)

3.14 Child Protection

Risk statement:

- In Ontario, under the [Child and Family Services Act](#), **everyone** has a legal duty to report if there are reasonable grounds to suspect actual (or risk of) abuse or neglect of a child.
- Rugby Ontario is committed to providing all participants with a safe and welcoming environment in which to participate in the sport of rugby.
 - In meeting this commitment, Rugby Ontario recognizes that any incident of child abuse is extremely serious and very sensitive. Accordingly, Rugby Ontario has developed the [Rugby Ontario Child Protection Policy Procedures Manual](#). The document complements Rugby Ontario's policy and procedures by describing:
 - ✓ the multi-faceted characteristics of child abuse and how it may occur in rugby;
 - ✓ the procedures to be followed when an incident report is received by Rugby Ontario

Policy:

3.14.1 Rugby Ontario defines a child as a person under 18 years of age.

3.14.2 This policy applies to any individual, whether in a paid or unpaid/ voluntary capacity, who interacts with children in rugby events and activities under the jurisdiction of Rugby Ontario. In addition to registrants and employees, this includes parents, guardians, spectators and sponsors (to the fullest extent possible).

3.14.3 Rugby Ontario will take all reasonable measures to ensure that:

- (i) children are safe and protected from any form of harm, abuse, harassment, bullying or exploitation;
- (ii) procedures are in place for identifying, recording, reporting, addressing and resolving concerns, allegations or complaints brought to its attention;
- (iii) all concerns, allegations and complaints of any form of abuse, harassment, bullying and improper conduct or poor practices by adults are dealt with promptly, seriously, sensitively and confidentially.

3.14.4 Rugby Ontario and its Members must:

- (i) support and provide current information and educational opportunities to those involved in rugby on child abuse and other child protection issues;



- (ii) have suitable measures in place to ensure that all volunteers and others not registered with Rugby Canada are suitable for working with junior players.

3.14.5 The Rugby Ontario CEO will appoint a Provincial Child Protection Officer (PCPO) who will be responsible for the planning, development, implementation, application and review of this policy under the direction of the Board and its CEO.

3.14.6 Any Member with junior players (as defined in Section 1.3) registered must appoint a Child Protection Officer (CPO).

3.14.7 All individuals working or volunteering with children in a rugby environment under the jurisdiction of Rugby Ontario must:

- (i) ensure that they are familiar with the contents of this policy ;
- (ii) observe appropriate conduct, procedures and best practices at all times;
- (iii) report incidents or suspected cases including a sexual relationship between a team official and an athlete to the Children's Aid Society or Police Services Office immediately and then inform the PCPO or their CPO.

3.14.8 All CPOs and team officials whose role places them in a position of authority or involves regular supervisory contact with junior players must complete and submit a copy of an approved police records check for vulnerable sector screening to their Member.

3.14.9 Any screening completed as per 3.14.8, shall be valid for a period of three (3) years, after which it must be recompleted.

3.14.10 Any person who has not completed an approved police record check for vulnerable sector screening shall not fulfill a role that places them in a position of authority or involves any regular supervisory contact with junior players.

3.14.11 Any registrant, if charged with a criminal offence, must notify both their Club President and the Rugby Ontario CEO in writing within 48 hours, of the details of this charge.

3.14.12 The Club President and Rugby Ontario CEO shall not disclose any information from;

- a) any such notification as indicated in 3.14.11 above; or
- b) any information contained in a Police Record Check received;

unless the offence is relevant to an assault or a vulnerable sector person.

3.14.13 Any person who returns a positive result for a charge that is relevant to a sexual assault, vulnerable sector person or child protection issue shall not be permitted to fulfill a role that places them in a position of authority or involves any supervisory contact with junior players.



3.14.14 Any person who returns a positive result for a charge other than a charge that is relevant to a sexual assault, vulnerable sector person or child protection issue may fulfill a role that places them in a position of authority or involves any supervisory contact with junior players with the approval of both the Member and Rugby Ontario.

3.14.15 A Member, upon request from the Rugby Ontario office, must submit copies of all police record checks for vulnerable sector screening held for their current registrants. Failure to do so, may result in the Member being sanctioned in accordance with Appendix A- Schedule of Sanctions Guidelines.

Procedures:

3.14.16 Any incident must immediately be reported using the [Rugby Ontario Child Protection Incident Report Form](#) and submitted to the RO Office which will forward the report to the PCPO for investigation and follow-up.

3.14.17 The [Rugby Ontario Unruly Individual Procedure](#) may be used in a situation by an individual or a Member involving child protection.

3.14.18 The steps in handling a complaint are detailed in section 7.9.

3.14.19 Any Member running age-grade programs must advise Rugby Ontario of their appointed CPO as part of their Annual Club Membership Renewal Application or New Club Membership Application.

Approved by the Rugby Ontario Board of Directors February 9, 2020