

Document Title: <i>Cricket Canada Maltreatment Policy</i>		
Approved by: AGM, 2007	Last reviewed Date: March 2021	Document # CC-POL-009

1. Preamble

1.1: Cricket Canada (CC) fully supports the Canadian Sports community “Universal Code of Conduct to Prevent and Address Maltreatment in Sport” (UCCMS), and this policy is governed by the principles and definitions of that code.

1.2: Cricket Canada (CC) strives to provide a safe environment for its members. CC will not tolerate or condone any form of maltreatment between or among any of its members, including coaches, officials, directors, staff, volunteers, athletes, and employees, during the participation in or preparation for an activity or event conducted under the auspices of CC.

1.3: CC recognizes that maltreatment is a form of discrimination that negatively affects victims and the organization as a whole. Harassment is prohibited by Canadian human rights legislation and depending on the severity may be an offence under Canada’s Criminal Code. Maltreatment in general violates the integrity of the participant in question and undermines the values of Canadian sport.

1.4: This policy supplements the UCCMS and describes its specific application under CC jurisdiction. It replaces the previous “Harassment” policy and applies the broader definition of maltreatment.

2. DEFINITIONS, SCOPE AND APPLICATION

2.1: Cricket Canada follows the definitions of the UCCMS. Including those of maltreatment, consent, athlete, duty to report, grooming, minor, neglect, and others.

2.2: The scope of this policy is as outlined in the UCCMS.

2.3: The policy applies to all activities and events under the direct control of Cricket Canada. This includes national level training camps, tournaments,

national teams, interprovincial tournaments, and interactions at board or provincial member level.

2.4: The policy does not apply to activities at provincial member level. All provincial members need to adopt similar policies to govern their own internal affairs.

3. CONFIDENTIALITY

3.1: CC recognizes that it is in the interest of both the complainant and respondent to keep the matter of maltreatment confidential. CC will not disclose the names of those involved or the circumstances surrounding the complaint to other parties except as required for disciplinary actions.

4. CONDONATION

4.1: If a person in authority knows or should reasonably have known that maltreatment may have occurred and fails to report it or take appropriate action as set out in this policy statement, that person may be subject to disciplinary action.

5. RETALIATION

5.1: Any form of reprisal or threat against an individual participating or helping in the investigation of a maltreatment complaint may itself be treated as a case of maltreatment.

6. REPORTING

6.1: Cricket Canada has identified an independent individual to handle all alleged incidents that are considered maltreatment by the reporter. The reporting mechanism is clearly identified on the web site (under “Safe Sport”), and basic terms of reference and time lines agreed upon.

6.2: Any individual in a position of responsibility with Cricket Canada, must, if presented with allegations of maltreatment immediately inform the reporter of the correct means of reporting.

6.3: The independent individual or agency shall on receipt of a report inform the CC president that a complaint has been received. They may, depending

on the seriousness of the allegation, request that CC suspend of the subject of a complaint pending investigation. They will take whatever steps are deemed necessary to determine if the complaint falls under the definitions of maltreatment, and if so to investigate it.

6.4: The independent agency shall make a recommendation to the board of appropriate sanctions or actions, based on the guidelines of the UCCMS.

6.5: The Board shall consider the recommendations and decide whether to apply sanctions against the respondent.

6.6: This policy in no way supplants the legal obligation to report under Child Protection Legislation. In such cases reports should be made to the appropriate authorities.

7. DISCIPLINE

7.1: Disciplinary sanctions will follow the guidelines provided by the UCCMS.

7.2: Failure to comply with a sanction as determined by the Board shall result in automatic suspension of membership in the CC until such time as the sanction is fulfilled.

8. APPEALS

8.1: Under this policy, both the complainant and respondent shall have the right to appeal the decision and sanctions of the Board under the appeals process as laid out in the Appeal Policy.

Adopted: Adopted at the 2007 AGM of Canadian Cricket Association

Revision History

Revision #	Revision Date	Approved By	Major Changes or Reason for Changes
1	2007	AGM	
2	2017	Board	Reformatting only
3	2021	Board	Revised to follow recommendations of UCCMS