



Kimberley Seahorse Swim Association Board Policy #7: Safe Sport Environment

Definitions:

The following terms have these meanings in this guiding principle:

- a) “Duty of Care” - is the requirement that reasonable care will be taken to avoid acts or omissions that could expose others to risk or harm.

- b) “Representative” - All individuals employed by, or engaged in activities on behalf of Kimberley Seahorse Swim Club (KSSC). Representatives include, but are not limited to, coaches, staff, administrators, officials, club directors and officers, committee members, and volunteers.

- c) “Position of Trust”
– a job or position in which one individual may exercise power or authority over another individual, such as a team manager or coach.

- d) “Vulnerable Individual”
– a person under the age of 18 years old and/or a person who, because of age, disability or other circumstance, is in a position of dependence on others or is otherwise at a greater risk than the general population of being harmed.

Purpose:

KSSC believes that everyone in the sport has the right to enjoy the sport at whatever level or position they participate. All members and staff have the right to participate in a safe and inclusive training and competitive environment that is free of abuse, harassment or discrimination.

KSSC believes the welfare of everyone involved in the sport is a foremost consideration and in particular the protection of children/athletes in the sport is the responsibility of each individual, member, club and special interest group in the swimming community.

Guiding Principle Statement:

KSSC provides a fun, healthy, inclusive and safe environment. Swimming enriches the lives of everyone involved by ensuring that the training and competitive environment is one where athletes, coaches, officials, volunteers and staff know they are safe, and are

treated with respect and dignity.

Ongoing Commitment to a Safe Sporting Environment:

KSSC, in understanding its Duty of Care, will ensure standards and procedures, based on best practices, support a safe, inclusive, open, observable and transparent sporting environment for all members.

The framework for Safe Sporting Environment focusses on the role, responsibility and practices of everyone involved in Swimming to ensure the safety of and development of athletes.

KSSC programs and services will be consistent with and support the Safe Sporting Environment Guiding Principle.

KSSC recognizes the critical role of the clubs and special interest group members in the delivery of Safe Sporting Environment programs initiatives.

KSSC programs and services will adopt the Open and Observable Environment requirements of Swimming Canada. Open and observable environments means making meaningful and concerted efforts to avoid situations where a coach, official or other representative might be alone with an athlete and/or vulnerable individual. All interactions between an athlete and an individual who is in a position of trust should normally, and wherever possible, be in an environment or space that is both “open” and “observable” to others.

KSSC programs and services will follow BC Athletics and Athletics Canada Safe Sport Code of Ethics & Conduct and Policies.

Evaluation:

KSSC will continually monitor and evaluate its policies, practices and procedures.

There are no exceptions to this policy.

Policy created: January 30, 2026

Policy Adopted: March 10, 2026

Policy Review Date: To be reviewed Annually