



ANNUAL GENERAL MEETING

Safe Sport



Allison Forsyth

2002 Olympian
Partner / Chief Operating Officer,
ITP Sport





Prevent



Protect



Perform

Safe Sport

A Shared Responsibility

Allison Forsyth COO

Ilan Yampolsky CEO



www.itpsport.ca

Allison Forsyth
COO | Partner



The 'Why'



THE CONVERSATION



The Headlines

NATIONAL

U. of Michigan reaches \$490M settlement over sexual abuse by a former sports doctor

Updated January 19, 2022 - 12:08 PM ET ⓘ

THE ASSOCIATED PRESS

The New York Times

His Report of Abuse Drew Ridicule at First. Years Later, a Jury Listened.

Alex Harrison sued his school district for negligence after his high school tennis coach molested him. The case landed him back at the courthouse where he'd first told his story years earlier.

OLYMPICS

Report: Former U.S. Snowboard Coach Peter Foley Accused of Sexual Assault

DANIELA PEREZ • MAR 22, 2022

Former artistic swimming athletes seek damages for alleged abuse by national team coaches



Women cite stories of harassment, body shaming, and dismissal of injuries and concussions

CBC News · Posted: Mar 09, 2021 3:35 PM ET | Last Updated: March 9, 2021



Winnipeg ▾

CityNews
Everywhere

News ▾ Video ▾ News Tips Contact Us About Us



Winnipeg football coach 'disgusted' after former colleague charged with sexually assaulting students



Rugby

Rugby 7s women say they were let down by Rugby Canada's bullying/harassment



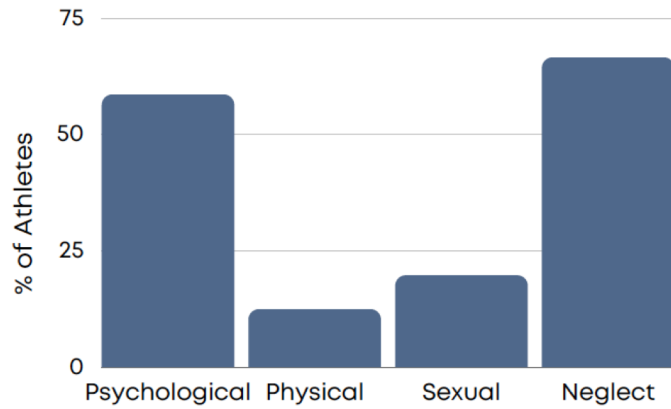
Captain Ghislaine Landry says 'we feel that this process failed to protect players'

[Neil Davidson](#) · The Canadian Press · Posted: Apr 28, 2021 2:56 PM ET | Last Updated: April 28, 2021

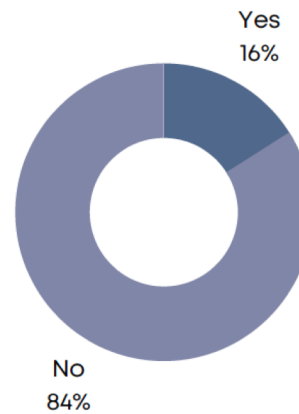


Significance

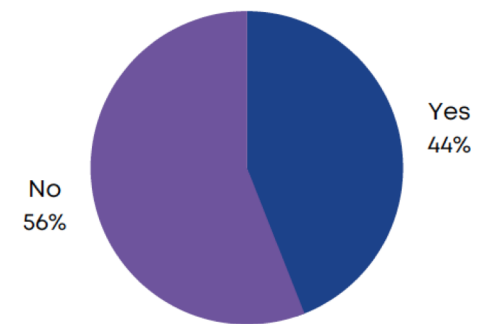
Experienced Forms of Harm



Submitted a Complaint



Was there a safe space to talk about the experience?



*Prevalence of Maltreatment Among Current and Former National Team Athletes, Dr. Gretchen Kerr, PhD, Erin Willson, B.KIN, and Ashley Stirling, PhD University of Toronto, 2019



Safe Sport

Safe Sport Defined

Creating a healthy, positive, safe training and competitive sport environment that by its cultural nature is free of maltreatment and abuse.

Forms of maltreatment (as defined in the Universal Code of Conduct):

- Bullying
- Hazing
- Neglect
- Physical abuse
- Sexual abuse
- Psychological abuse
- Discrimination

Black and White aspects of Safe Sport:

Prevention:

- Background checks and safeguarding hiring measures
- Training and education
- Cyclical adherence and continual on-boarding
- Policies and Codes of Conduct

Case management:

- Independent Third- Party Intake and management
- Independent investigations
- Sanctioning protocols and hearing panels

The Current Safe Sport Landscape

- 2018- 2021: NSOs mandated through Sport Canada to implement the following as a condition of funding:
 - Mandatory training and education
 - Adherence to the Universal Code of Conduct for Maltreatment in Sport
 - Mandatory Independent third- party complaint intake and management
- PTSOs level: Some provinces require and some do not.
- University level: No requirements outside of institutional implementation.

Challenges:

- False sense of security
- Lack of strong implementation
- The Grey Zone of Safe Sport- Educating and working through complexity
- Implications on other audiences and groups (coaches)

Cultural Considerations – the ‘Grey Zone’

Athletes’ micro-environment mentality

Complexity of coach/ athlete relationships

Cultural conditioning

Realistic application of the Rule of 2

Lack of information on severity lends to joking remarks

Structural risks like sole decision makers for selection

Normalization of behaviours

Toxic culture and environment before and after abuse

Legacy of abuser

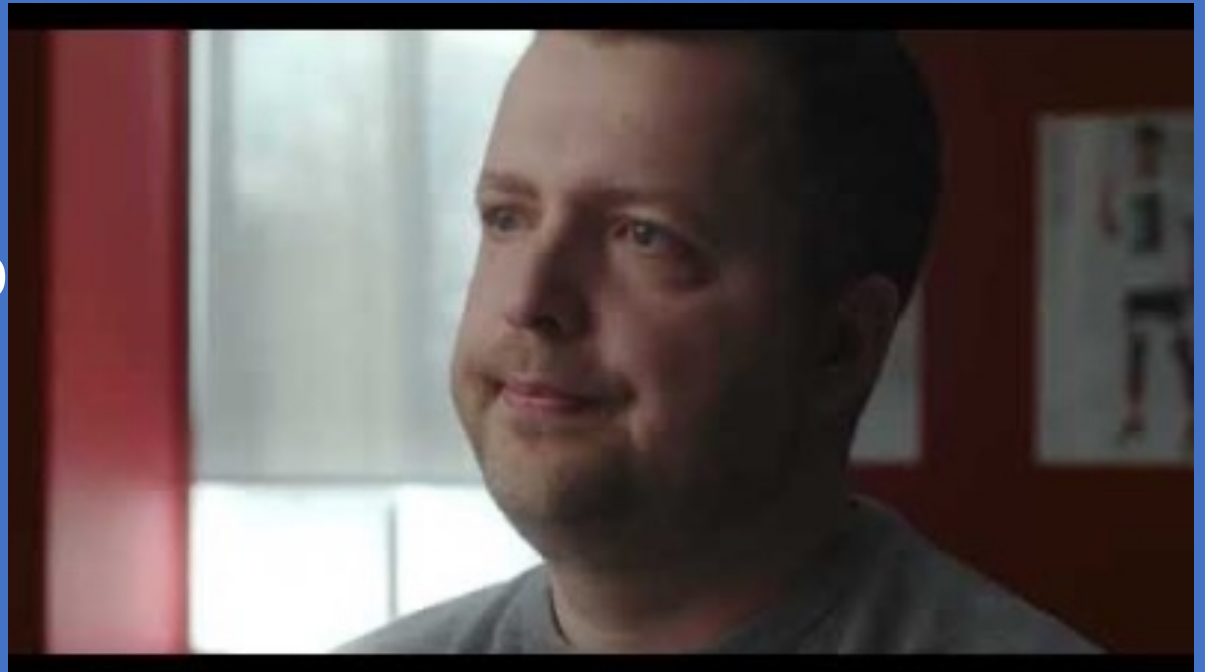
Lack of trust in reporting: Fear of retribution, ostracization

Fear of false complaints- weaponization

**To Protect
&
Be Protected**



**Ilan Yampolsky CEO
| Founder**





University Level

- Universities are like a small cities! – There is a need for coordination of efforts and consistencies in policy
- Alignment with NSOs
- HR Approach vs. Safe Sport
 - Employment Standards
 - Contractual Obligations
 - Professional membership sanctions vs. HR discipline



Risk Management

- Proactive vs. Reactive
 - The Larry Nassar impact

Traditional Risk Management Approach of protecting the organization against its members

vs.

Contemporary approach of protecting the members first

- Prevent. Protect. Perform. – The Story
- Mechanisms to reduce insurance premiums



University Specific Considerations

- You are responsible for your own Safe Sport protection and programming – Vicarious liability
- What is in place for students is not enough to cover the institution or protect the athlete.
- If you have not had a lot of cases that is not because there is no maltreatment.
- Once clear training, programming, and processes are in place you will receive complaints.
- Best practice is to use an Independent Third-Party services



Complaint & Dispute Process

The Key to reactive is an independent complaint's process implemented by experts.

This includes:

1. Complaint reporting intake
2. Triaging
3. Policy reviews to ensure alignment
4. Case management
5. Investigations

Participants need to feel safe and free of fear of retribution

The Benefits

1. 24/7/365 multi-lingual independent, confidential reporting hotline, and case management system. (Email, Form, Phone)
2. Expert complaint triage with over 95% reduction in investigations needed. This significantly reduces the cost to the sport.
3. Case management of process between complainant, respondent, legal, investigators, and any other parties involved.
4. Minimize conflict of interest, compromised processes, and mitigate other financial and reputational risks on the behalf of the organization.
5. Stay informed and enrolled in the process but allow the leadership to focus on running the organization.

Complaint & Dispute Process

Professional behaviour and integrity

The knowledge and ability to provide a due process to all parties involved

Objectivity and confidentiality

Well established professional competence in Safe Sport and the management of complaints

A sound understanding of the Canadian sport system

No family or personal, relationships with the decision makers in the organisation

The ability to immediately identify and report any conflict of interest

No self-interest, financial, reputational, or other benefit that depends on the resolution of the complaint

Not dependant on certain client, but having a large basis of clients

No previous litigations or identified concerns related to the ability of the organization's ability to be independent

A case management system that allows for an easy, fast, and secure reporting of complaints. A system that has the capability to produce, if need, internal and external reports

Access to expert mediators, investigators, and arbitrators.

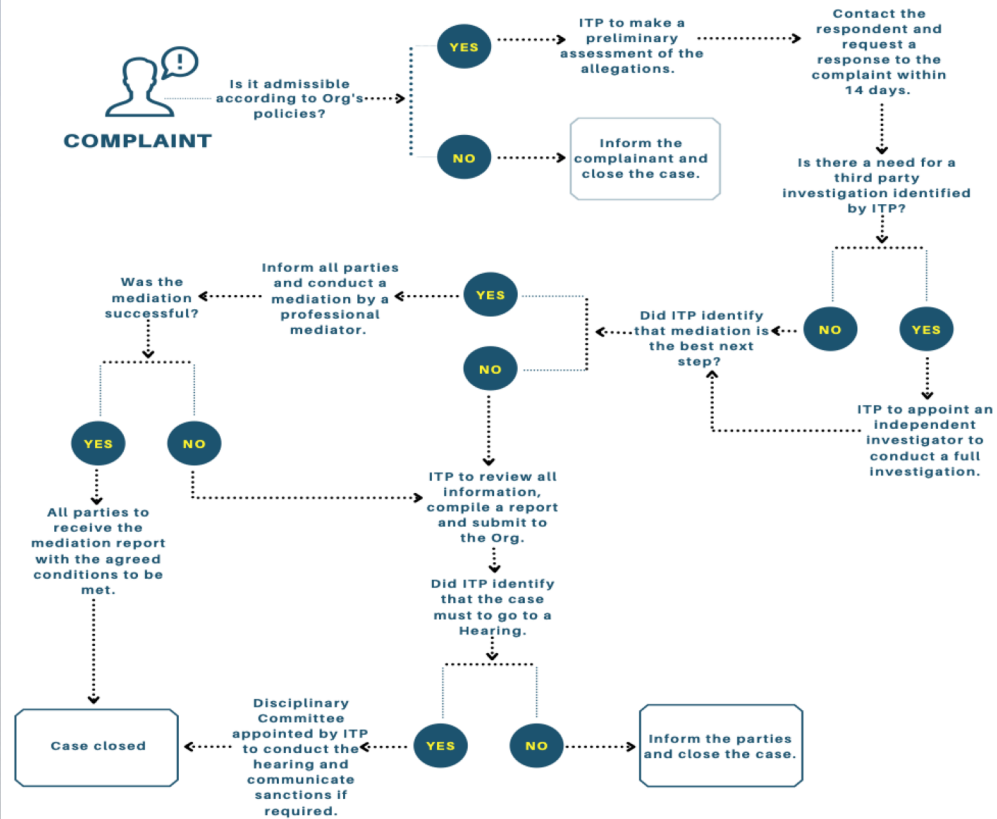
The capacity and ability to manage not only current but also historical complaints so the organization that we are providing the service to is confident that all complaints are going to be addressed.


ITP Sport & Recreation Inc. Complaint Process

1-833-913-1304

orgname@itpsport.ca

By Law, any known or suspected abuse or neglect of a child must be reported to the local authorities.



A blue ribbon graphic with a 3D effect, featuring a darker blue shadow on the left side, framing the text on the right.

Take Away:
Safe Sport is Everyone's
Responsibility! We are in this
TOGETHER!

Thank You for Listening