

## **SafeSport Policies FAQ – last revised Oct 2, 2024.**

### **Is adopting and implementing the new Nordiq Canada SafeSport policies mandatory?**

Yes. Clubs must adopt the policies and be well on their way with implementation by Nov 1, 2025. In particular, there will be some work to do in implementing the Screening Policy

### **What are the basic steps:**

1. Download and personalize the policies. This simply means adding your club name to the policies, nothing more. Use the “Find and Replace” function to make this easy.
2. Adopt the policies at the Board level with a motion, and upload them to your website.
3. Appoint a SafeSport Officer as a member of the Board.
4. Implement and track the details outlined within the policies.
  - In particular, start any required screening, beginning with Level 3 (High Risk) individuals. Note that the required training for all coaches is already required for the Nordiq Canada Coaching Licence, so this isn’t “new” training.
  - Ensure that Board members are screened, including required training: “[SafeSport Training](#)” (1.5hrs) and “[Understanding the Rule of Two](#)” (20mins)

### **Where can I get more information and resources?**

Everything you need should be in the [SafeSport Club Toolkit](#) that Nordiq Canada has developed, a “one-stop-shop”.

### **Can the Policies be “tweaked” by clubs?**

No.

### **We’re purely a recreational club, with no programs or coaches. Does this apply to us?**

Yes, the policies apply to all clubs, but in your case, all that is needed is for board members to take the required training and screening.

### **What training and screening is required for various individuals?**

See the Screening Requirements Matrix found in Appendix A of the Screening Policy.

Note that the required training for coaches is actually already required to get the mandatory Nordiq Canada Coaching Licence, so this isn’t “new” training. (i.e. CAC ‘Safe Sport training’, CAC ‘Understanding the Rule of Two’ eLearning Module, and ‘Make Ethical Decisions’ (MED) Online Evaluation.)

Note that the required training for applicable athletes (only Nordiq Canada Race License holders, excluding Associate Race License and Development License holder) is already required to get a Nordiq Canada Race License, so this isn't "new" training. (i.e. CAC 'Safe Sport training' and CAC 'Understanding the Rule of Two' eLearning Module.)

**The Screening Policy implementation seems like a lot of work. Where do I start?**

Address areas of greatest risk first, starting with 'Level 3 High Risk' in the Matrix found in Appendix A of the Screening Policy, and then work your way down.

**How often do people need to take the training?**

Once.

**How does a club know who's taken the training?**

*Answer pending from Nordiq Canada*

**Should the SafeSport Officer be a member of the club Board?**

Yes. However, they can delegate all the work (e.g. screening, tracking, etc) to someone else (e.g. volunteer or employee). For example, the SafeSport Officer could request and check that the SafeSport Screening Tracking Tool is in fact complete & up to date, but all the work & follow-up is done by someone else.

**Do we need a Screening Committee as well, or just a SafeSport Officer?**

This is your choice and depends on the size/complexity of your club and programs.

**Can we use fillable pdfs or Google Forms for the forms found in the Screening Policy?**

Yes. Cross Country Ski Ontario has already created some, found under the 'Forms and Templates' section here: <https://xcskiontario.ca/safe-sport/>

**Was the club Zoom session held on June 17 recorded?**

Yes. Click [HERE](#) ( passcode: **w5xs&9\*5** ). Skip to 03:20 if you want to get straight into it. You can also speed up the video at the bottom right, by clicking on 'Speed' (e.g. 1.5x).

**We also have a Biathlon program. Are there joint policies between Nordiq Canada and Biathlon Canada?**

These are supposedly under development and imminent, per Nordiq Canada. Note the content is expected to be very similar if not identical, with identical requirements. CCBC will notify clubs as soon as we hear more.

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We know that SafeSport policies add an extra layer of training and administrative work. However, they are crucial if we are serious about creating an environment where everyone feels welcome and safe. These policies protect athletes, coaches, and volunteers, they ensure compliance, prevent liability, enhance the club's reputation, and foster a positive culture, which in turn ensures the long-term sustainability of our clubs. The benefits of having these policies in place far outweigh the additional effort required to implement and maintain them. We know this puts an additional burden on our volunteers, and we do **thank you** in advance for your commitment to creating an environment where each of us can achieve our goals.