



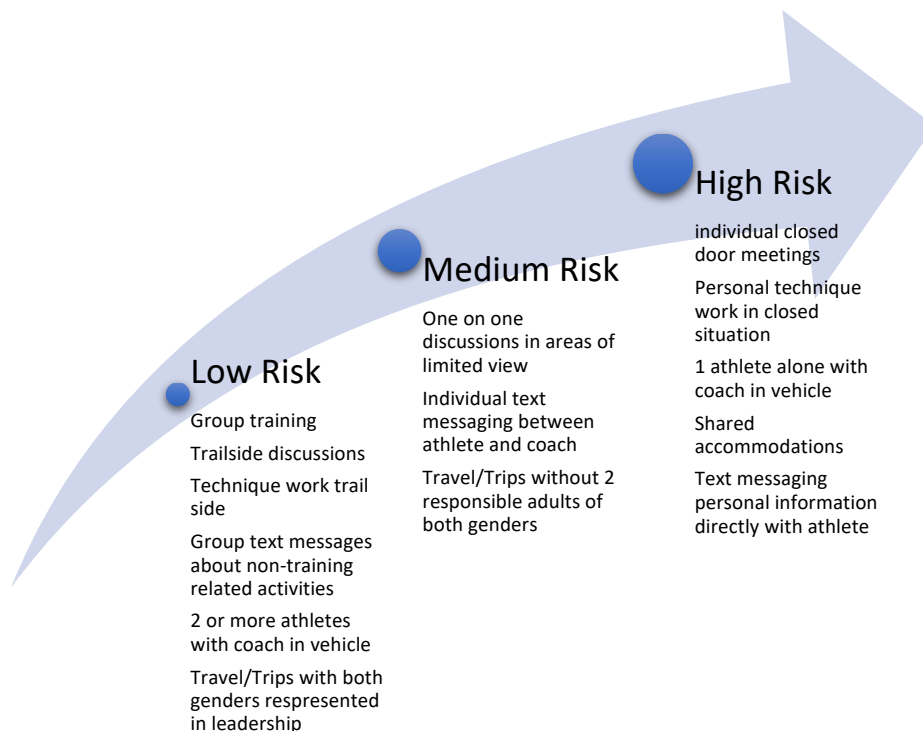
## Rule of Two Guidelines

The Rule of Two Guidelines serve to protect minor athletes in potentially vulnerable situations, as well as the coaches working in our communities, by ensuring there will always be two screened and NCCP trained or certified coaches with an athlete, especially a minor athlete, when in potentially vulnerable situations. Should there be a circumstance where a second screened and NCCP trained or certified coach is not available, a screened volunteer, parent, or adult can be recruited. Situations that are less vulnerable may satisfy the Rule of Two when more than one athlete is present.

This means that any one-on-one interaction between a coach and an athlete should take place within earshot and view of the second coach, apart from medical emergencies.

One of the coaches should also be of the same gender as the athlete.

This rule serves to protect minor athletes in potentially vulnerable situations by ensuring that more than one adult is present.



Examples of potentially vulnerable situations:

- Private meetings
- Travel environments including accommodations, meals, and travel to/from competitions
- Training environments where coach and athlete are alone
- Private electronic messaging



Examples of less vulnerable situations:

- Group practices where multiple athletes are present
- Travel environments where multiple athletes are in the vehicle
- Training environments in public areas and parks

### General Rules of Behaviour

Employees/volunteers of the organization must not:

- Engage in any sort of physical contact with an athlete that may make the athlete, or a reasonable observer feel uncomfortable, or that may be seen by a reasonable observer to be violating reasonable boundaries.
- Engage in any communication with an athlete within or outside of work that may make the athlete uncomfortable or that may be seen by a reasonable observer to be violating reasonable boundaries.
- Conduct their own investigation into allegations or suspicions of inappropriate behaviour – it is an employee/volunteer’s duty to report the matter to their supervisor or child welfare, not to investigate.

<p><b>What constitutes Inappropriate Behaviour with a minor athlete:</b> Behaviour considered inappropriate is that which may be seen by an observer to be violating reasonable boundaries.</p> <p>Potential behaviours and scenarios:</p>		
Behaviour	Examples	Mitigation Strategies
<p>Communication that goes beyond the employee/volunteer’s responsibilities with the athlete and/or does not occur within the context of their duties and responsibilities.</p>	<p>Having personal exchanges with an athlete and/or one or more members of the athlete’s family via email, text message, instant message, online chats, social networking, etc., regardless of who initiated the exchange.</p>	<p>Report communication with an athlete or their family outside of training and team activities thereby enabling the organization to ensure such communication is appropriate and within reasonable boundaries and help identify any problematic situations.</p>
	<p>Writing personal letters to an athlete or one or more members of the athlete’s family.</p>	
	<p>Excessive communication (online or offline) with an athlete or the athlete’s family.</p>	
<p>Spending time with an athlete or the athlete’s family</p>	<p>Going to a movie or for a walk with the athletes</p>	<ul style="list-style-type: none"> <li>• Discuss with a supervisor contact with an athlete or the athlete’s family</li> </ul>

outside of training times and team related activities.	Attending a family birthday party.	<p>outside of training or team activities BEFORE the contact occurs.</p> <ul style="list-style-type: none"> <li>Establish an open forum of communication with families and athletes so everyone understands the boundaries.</li> </ul>
Favouring one athlete over another.	Paying a lot of attention to one athlete.	<ul style="list-style-type: none"> <li>Ensure that athletes are treated equally regardless of athletic performance/competition results.</li> </ul>
	Excessive praise.	
	Allowing/granting privileges which are excessive, inappropriate, or unwarranted.	
Using a personal cell phone, camera, or video to take pictures of an athlete without their consent and knowledge. All pictures and video recordings must be in the context of training.	Taking a picture of an athlete when they are not aware.	<ul style="list-style-type: none"> <li>Establish a mobile device protocol for training videos and gain consent from the athlete and their parent/guardian.</li> </ul>
Athletes in personal vehicle.	Offering or providing rides to an athlete in your personal vehicle to training.	<ul style="list-style-type: none"> <li>Establish a ride sharing protocol and communicate with all team members and their parents.</li> <li>Ensure that emergency rides are reported to supervisor.</li> </ul>

In addition to the foregoing, the following behaviour is considered serious and may trigger a report to child welfare in addition to any other internal disciplinary procedures:

1. Telling sexual jokes to an athlete or making comments to an athlete that are in any way suggestive, explicit, or personal.
2. Showing an athlete material that is sexual in nature, including signs, cartoons, graphic novels, calendars, literature, photographs, and screen savers. Displaying or keeping such material in a location where it is reasonably possible that an athlete



may see it or making such material available to an athlete.

3. Physically or emotionally harming an athlete.
4. Intimidating or threatening an athlete.
5. Making fun of an athlete.

Whether or not a particular behavior or action constitutes inappropriate behaviour will be a matter determined by the organization having regard to all the circumstances, including past behaviour, and allegations or suspicions related to such behaviour.

**Best practices:**

- Ensure coaches and volunteers do not invite or have an athlete(s) in the home without the permission of the athlete's parent (or legal guardian).
- As a coach, identify situations that may put you or your athletes in a vulnerable situation and consider ways to avoid or alter the environment.
- Use electronic messaging in a way that reflects the same values as you would expect to show in a public place. Use messaging systems that can be reviewed reliably afterwards rather than messaging systems designed for ephemeral messaging.
- Ensure athletes do not ride in a coach/volunteer's vehicle without another adult or athlete present unless prior parental written permission is obtained.
- Travel or private meetings where there is more than one adult present, one coach/volunteer should reflect the genders of the athletes participating or be of an appropriate identity in relation to the athlete(s)\*.
- During overnight travel, group athletes by gender and age.
- When only one athlete and coach travel to a competition, at the competition the coach and athlete should attempt to establish a "buddy" club/coach/volunteer to associate with during the competition and away from the venue.

\* Organizations are encouraged to ensure that those individuals in supervisory roles are appropriate for, and acceptable to, the individual athlete. Further information on creating a safe and inclusive environment can be found at <http://cces.ca/gender-inclusivity>