

**Cross Country Newfoundland and Labrador [the “Organization”]
SAFE SPORT POLICY MANUAL**

INTRODUCTION

The Organization and its Members have a fundamental responsibility and legal and ethical obligation to protect the health, safety and physical and mental well-being of every individual that is involved in the sport of Cross Country Skiing within the Province of Newfoundland and Labrador.

The Organization and its Members take any situation involving misconduct or maltreatment very seriously. For this reason, the Organization and its Members are committed to enacting and enforcing strong, clear, and effective policies and processes for preventing and addressing all forms of misconduct or maltreatment.

The policies are intended to promote a Safe Sport environment in a manner that allows for consistent, immediate, appropriate and meaningful action should any issues arise, but also to prevent issues from arising in the first place by communicating expected standards of behaviour.

Should any individuals involved with the Organization and its Members, including, but not limited to, athletes, coaches, officials, volunteers, and parents/guardians of athletes, wish to report any instance of misconduct or maltreatment, they must do so directly to the Organization, which will then determine the appropriate forum and manner to address the complaint.

The Organization and its Members also recognize the recent development of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) in 2019. Since the UCCMS may continue to evolve in the foreseeable future, this *Safe Sport Policy Manual* incorporates the key elements of the current version of the UCCMS. At the time of enacting this *Safe Sport Policy Manual* the organization recognizes that additional safe sport policies will be adopted in the future which may be added to this *Safe Sport Policy Manual*. This *Safe Sport Policy Manual* is to be effective immediately upon being passed by the Organization’s Executive and is updated to July 18, 2023, which is the Effective Date for this *Safe Sport Policy Manual*. *Definitions have been maintained for policies not yet adopted in this Safe Sport Policy Manual to allow for future and additional safe sport policies.*