



Safe Sport Policy

Reviewed by the Board of Directors on November 4, 2025

1. Purpose

Archery Ontario is dedicated to cultivating a safe, inclusive, and respectful sporting environment for all individuals involved in archery activities. In alignment with the Canadian Safe Sport Program (CSSP), this policy establishes a framework for preventing and addressing maltreatment, fostering mutual respect, and safeguarding the well-being of athletes, coaches, officials, volunteers, staff, and all members participating in Archery Ontario-sanctioned events throughout the province.

2. Scope

This policy applies to all members of Archery Ontario, including athletes, coaches, officials, volunteers, staff, board directors, parents/guardians, and any person engaged in Archery Ontario activities, programs, or events.

3. Guiding Principles

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- **Respect and Dignity:** Every participant is entitled to be treated with dignity and respect.
 - **Safety:** Physical, psychological, and emotional safety shall be ensured across all archery environments.
 - **Inclusivity:** Archery Ontario values diversity and strives to eliminate discrimination, harassment, and abuse in all forms.
 - **Accountability:** All members share responsibility for upholding safe sport standards and practices.

4. Definitions

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- **Maltreatment:** Any act or omission that causes or risks harm to another person, including but not limited to abuse, harassment, bullying, neglect, and discrimination.
 - **Participant:** Any individual involved in Archery Ontario activities, including athletes, coaches, officials, volunteers, staff, and parents/guardians.
 - **Safe Sport:** An environment free of maltreatment and conducive to physical, psychological, and emotional safety.

5. Commitments

1. Implement the Canadian Safe Sport Program (CSSP) standards and best practices within all Archery Ontario activities.
2. Provide annual education and training for all participants on safe sport principles, including the recognition and reporting of maltreatment and the promotion of respectful conduct.
3. Establish and maintain clear codes of conduct and disciplinary procedures for violations of safe sport standards.
4. Ensure accessible, confidential reporting mechanisms for concerns related to maltreatment, harassment, abuse, or discrimination.
5. Offer appropriate resources and referrals to support victims and survivors of maltreatment.
6. Collaborate with national and provincial sport organizations to ensure policy consistency regarding safe sport practices.

6. Roles & Responsibilities

- Board of Directors: Oversee implementation of this policy, ensure compliance, and conduct annual reviews of policy effectiveness.
- Safe Sport Officer: Serve as the primary contact for safe sport matters, facilitate training, and coordinate investigations as required.
- Coaches & Officials: Model exemplary behaviour, participate in safe sport training, and report concerns promptly.
- Athletes & Parents/Guardians: Demonstrate respect for others, complete required training, and report unsafe conduct.

7. Education and Training

Archery Ontario will require annual safe sport training for all registered officials, with instructional modules on identifying and reporting maltreatment, understanding consent, and fostering constructive sport environments. Training content will be regularly updated to reflect industry best practices and CSSP guidelines.

8. Reporting and Response

Individuals who experience or witness maltreatment, harassment, abuse, or discrimination should report incidents to the Safe Sport Officer. All reports will be treated as serious matters, investigated promptly, and managed in accordance with CSSP protocols and privacy legislation.

- Archery Ontario prohibits retaliation against anyone who reports concerns in good faith.
- Support services and resources will be provided for affected individuals.



9. Investigation and Discipline

- Archery Ontario will adhere to CSSP procedures when investigating reports of maltreatment. Disciplinary measures will correspond to the severity of the violation and may include suspension, expulsion, or other corrective actions. An appeals process will be available to all parties involved.

10. Policy Review

This policy shall be reviewed every two years, or as needed, to maintain alignment with the Canadian Safe Sport Program and to incorporate evolving best practices. Feedback from stakeholders will be considered in all policy updates.

11. Resources and Support

- Canadian Safe Sport Program: <https://coach.ca/sport-safety/canadian-safe-sport-program>
- Archery Ontario Safe Sport Officer: VP of Administration Email: vpadmin@archeryontario.ca
- National Sport Helpline: 1-888-837-7678

12. Acknowledgment

Participation in Archery Ontario activities signifies acceptance of and agreement to abide by this Safe Sport Policy and the principles set forth by the Canadian Safe Sport Program.