



## TRUE SPORT POLICY

*This policy has been prepared by Dodgeball Ontario and is a Pan-Canadian policy applicable to Dodgeball Ontario. This document cannot be modified by a division or club without consultation and approval from Dodgeball Ontario.*

### Purpose

1. The purpose of this policy is to provide an overarching guiding statement on Dodgeball Ontario's commitment to Managing by Values and to live the True Sport Principles. In general, this policy gives guidance as it describes how Dodgeball Ontario makes decisions in a way that aligns with its organizational values and the True Sport Principles. This policy has other purposes as well, namely:
  - a) Reinforces Dodgeball Ontario's commitment to creating a values-based and principle-driven culture from executive boardroom to field of play;
  - b) Gives context to Dodgeball Ontario's commitment to manage risk effectively;
  - c) Supports enhanced decision making by ensuring alignment with organizational values and the True Sport Principles when applicable to field of play;
  - d) Enhances Dodgeball Ontario's brand, reputation and image;
  - e) Performs an educational function for staff, Board of Directors, members and stakeholders; and
  - f) Helps to ensure a sustainable transfer of philosophy as leadership changes over.

### Missions, Vision and Values

2. Dodgeball Ontario has the following mission, vision, and values:
  - a) Mission – To grow the sport and its legitimacy by further developing Ontario's dodgeball community through supportive programming.
  - b) Vision – Through our innovation and collaboration, dodgeball will become a recognized and respected sport that everyone can enjoy.
  - c) Values –
    - Fair play and integrity
    - Transparency
    - Inclusion
    - Excellence in the true representation of the sport

- Unity and positive collaboration with all communities
  - Excellence in the development of athletes pursuing opportunities to compete on a local, provincial, national, and international level
3. Dodgeball Ontario commits to a Management by Values philosophy that aligns decisions with its organizational values. Specifically, the following commitments are made by leaders of the organization:

Dodgeball Ontario:

- i. Defines a list of values that reflect its culture and ethos;
- ii. Communicates organizational values to prospective staff by including them in the interview process, as well as promoting visibly within the organization, sharing on the website, and including on letterhead and other communications materials;
- iii. Educates staff, Board of Directors, members and stakeholders on methods to align organizational values with decisions by ensuring they are included and reflected in the decision-making process, added to agendas, and are included up front when beginning meetings;
- iv. Evaluates the performance of staff, the Board of Directors and the organization according to its organizational values by incorporating them into the performance management process;
- v. Manages risks by ensuring that identified risks and risk treatment strategies are evaluated in accordance with Dodgeball Ontario values;
- vi. Expresses its commitment to sharing its values with stakeholders by including them in public comments, stakeholder engagement sessions, and when speaking on behalf of Dodgeball Ontario; and
- vii. Commits to reviewing their organizational values as part of its strategic plan renewal process.

### **Commitment to the True Sport Principles**

4. The True Sport Principles are the expressed commitment by Dodgeball Ontario to ensure a safe, inclusive, welcoming and positive environment for athletes, supported by coaches, parents, officials and administrators. Dodgeball Ontario believes that adhering to these field of play principles will encourage an optimal sport environment for all participants. Furthermore, Dodgeball Ontario will benefit from aligning with other sport organizations who also believe in and are promoting these principles.
5. The True Sport Principles are as follows:

- **Go for It** – Rise to the challenge – always strive for excellence. Discover how good you can be.
  - **Play Fair** – Play honestly – obey both the letter and spirit of the rules. Winning is only meaningful when competition is fair.
  - **Respect Others** – Show respect for everyone involved in creating your sporting experience, both on and off the field. Win with dignity and lose with grace.
  - **Keep it Fun** – Find the joy of sport. Keep a positive attitude both on and off the field.
  - **Stay Healthy** – Place physical and mental health above all other considerations – avoid unsafe activities. Respect your body and keep in shape.
  - **Include Everyone** – Share sport with others. Ensure everyone has a place to play.
  - **Give Back** – Find ways to show your appreciation for the community that supports your sport and helps make it possible.
6. Dodgeball Ontario demonstrates a meaningful commitment to the True Sport Principles through many actions and activities including, but not limited to, the following:
- a) Publicly commit to True Sport by adding Dodgeball Ontario name and contact information at <https://truesportpur.ca/join>;
  - b) Integrate organizational values and the True Sport Principles into other policies and practices to enhance alignment and to minimize risks.
  - c) Add a [True Sport logo](#) to the Dodgeball Ontario letterhead;
  - d) Announce Dodgeball Ontario commitment in a joint media release with True Sport to support the integration of the True Sport Principles;
  - e) Incorporate the True Sport brand and messaging in a manner that upholds our commitment to fair, inclusive and ethical sport  
<https://truesportpur.ca/display-true-sport-0>;
  - f) Educate coaches and athletes on Dodgeball Ontario commitment to the True Sport Principles by incorporating them in coach education materials, workshops, and evaluation.
  - g) Monitor and evaluate how well the True Sport Principles are being lived on the field of play through annual membership survey and by engaging athletes.

## Planning and Governance

7. Dodgeball Ontario pledges to ensure its governance and operations reflect the commitment to its organizational values and the True Sport Principles in the following ways:
- a) **Legal requirements:** Dodgeball Ontario will adopt, maintain and monitor comprehensive policies that meet legal requirements and stakeholder expectations.
  - b) **Strategy:** Dodgeball Ontario will have a strategic plan that reflects Dodgeball Ontario mission, vision, values and the True Sport Principles.

- c) **Program implementation:** Staff will reflect the organizational values and the True Sport Principles in the implementation and delivery of their programs.
- d) **Governance:** Dodgeball Ontario will have a diverse blend of directors who commit to adhering to the principles of True Sport, a Management by Values philosophy, and to serve their fiduciary duties, free of conflict.
- e) **Risk Management:** Dodgeball Ontario manages risks by having a risk management program and policy, a process to identify, assess, and mitigate risks, a risk registry that captures high to very high-level risk, defined risk tolerance between staff and Board of Directors, and a process to continually educate and communicate its commitment to manage risks to staff, Board of Directors, members and key stakeholders.
- f) **Education and Communications:** Dodgeball Ontario commits to educate its Board of Directors, staff, funders, sponsors, members and stakeholders on its commitment to Management by Values and the True Sport Principles.

### Scope and Authority

- 8. The Board of Directors is responsible for the implementation, maintenance and communication of this policy. It is understood that the Board of Directors will ensure that Dodgeball Ontario values and the True Sport Principles are considered according to this policy, which applies to all decisions and activities undertaken on behalf of Dodgeball Ontario.

### Reporting and Ongoing Monitoring

- 9. To ensure that the True Sport policy remains a high priority within Dodgeball Ontario, and to promote an organizational culture that embraces a values orientation, adherence to a Management by Values philosophy and the True Sport Principles will be included on the agenda of every regular Board meeting, to continue to shape the quality of decisions that impact Dodgeball Ontario.
- 10. Dodgeball Ontario recognizes that proactive communication is an essential part of the Management by Values philosophy and helps to create a climate that encourages adherence to the True Sport Principles. This policy will be communicated to staff, Board of Directors, members, committees and volunteers throughout the year and Dodgeball Ontario will report on progress made in relation to outcomes related to this policy.

### Approval and Review

- 11. This policy was approved by the Dodgeball Ontario Board of Directors in July 2020 and will be reviewed annually.