

## SCREENING POLICY

### Purpose

As an organization offering programs and services which benefit from volunteer assistance, it is Dodgeball Ontario's duty to ensure measures are in place to safeguard our athletes, members, volunteers and staff. Sport, like other interactive social activities, has inherent risks both on and off the field of play. The potential for inappropriate behavior including mental, physical and sexual abuse is present.

Dodgeball Ontario supports screening at all levels, especially for those who are involved with participants who are considered vulnerable. We identify six primary types of misconduct: bullying, harassment, hazing, emotional misconduct, physical misconduct, and sexual misconduct, including child sexual abuse. All forms of inappropriate behavior are intolerable and in direct conflict with the values of Dodgeball Ontario. Screening is an integral part of Dodgeball Ontario's Risk Management program. It is intended to safeguard our athletes, members, volunteers, and staff through reasonable measures.

### Definitions

**Screening** - the evaluation or investigation of applicants as part of the interview process, to assess the suitability for a particular role or position.

**Duty of Care** - the fundamental principle and premise underlying the question of screening. The Duty of Care identifies the obligations of individuals and organizations to take reasonable measure to care for and to protect their members to an appropriate level and standard.

**Vulnerable Person** - persons who, because of age, a disability, or other circumstances, whether temporary or permanent, are in a position of dependence on others or; otherwise at greater risk than the general population of being harmed by a person in a position of authority or trust relative to themselves.

**Position of Trust (Authority)** - a position of trust or authority is created when a person has: decision making power; unsupervised access; closeness inherent in the relationship; or the personal nature of the activity itself.

## **Policy**

All members, staff, coaches, officials, directors and volunteers of Dodgeball Ontario must follow the screening process as outlined in Appendix A.

Dodgeball Ontario members and volunteers must submit a police background check prior to working with Dodgeball Ontario in youth programming. All member leagues with Dodgeball Ontario, shall follow the Screening Program. As well, all member leagues shall implement their own comprehensive screening process to protect their members, athletes, staff and volunteers.

## **Screening Process**

The screening process helps to identify applicants with characteristics that would increase the risk of harm if they were placed in a position of trust. The process is based on the requirements of the position, the nature of the contact with athletes and participants and the legal limits placed on the use of screening tools. Sound, practical and responsible screening practices reduce the chances that an athlete will encounter potentially dangerous individuals.

Dodgeball Ontario follows the screening procedures and principles as prepared by Volunteer Canada for the Public Safety and Partnerships Branch. The Screening Program provides an easy to use method for leagues and other groups affiliated with Dodgeball Ontario to ensure that the people they serve are safe.

## **Non-Compliance**

Non-compliance with this policy may result in sanctions pursuant to the Dodgeball Ontario Code of Conduct and related policies.

## **Approval and Review**

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

## APPENDIX A

### 1. Screening Program

1.1 All individuals working or volunteering with children in a dodgeball environment under the jurisdiction of Dodgeball Ontario must:

- (i) ensure that they are familiar with the contents of this policy;
- (ii) observe appropriate conduct, procedures and best practices at all times;
- (iii) report incidents or suspected cases including a sexual relationship between a team official and an athlete to the Children's Aid Society or Police Services Office immediately.

1.2 All League Administrators whose role places them in a position of authority or involves regular supervisory contact with youth athletes must complete and submit a copy of an approved police records check for vulnerable sector screening to Dodgeball Ontario.

1.3 Any screening completed as per 1.2, shall be valid for a period of three (3) years, after which it must be renewed.

1.4 Any person who has not completed an approved police record check for vulnerable sector screening shall not fulfill a role that places them in a position of authority or involves any regular supervisory contact with youth athletes.

1.5 Any registrant, if charged with a criminal offence, must notify both their League Administrators and the Dodgeball Ontario President in writing within 48 hours, of the details of this charge.