

## **Statement on Safe Sport and Player Welfare**

Esport Canada has a fundamental obligation and responsibility to protect the health, safety and physical and mental well-being of every individual that is involved in the Esport Canada community.

Esport Canada takes situations involving misconduct or maltreatment very seriously, whether the incident occurs on or off the court. For this reason, Esport Canada is committed to enacting and enforcing strong, clear, and effective policies and processes for preventing and addressing all forms of misconduct or maltreatment.

Esport Canada's policies are intended to promote a safe environment in a manner that allows for consistent, immediate, appropriate, and meaningful action should any issues arise. They are also intended to prevent issues from arising in the first place by communicating expected standards of behaviour.

To this end, Esport Canada has adopted the *Universal Code of Conduct to Prevent and Address Maltreatment in Sport* as part of its conduct standard for all individuals participating in the activities of Esport Canada, its Members and relevant clubs.

Should any participant or other individual wish to report an incident or concern about misconduct or maltreatment involving anyone associated with Esport Canada, including but not limited to athletes, coaches, officials, volunteers, and parents/guardians of athletes, they may do so directly through the identified pathway identified below.

Esport Canada makes the following commitments to a sport environment free from all forms of misconduct and maltreatment:

- a) All participants in sport can expect to play, practice, and compete, work, and interact in an environment free from misconduct and maltreatment.
- b) Addressing the causes and consequences of misconduct and maltreatment is a collective responsibility and requires the deliberate efforts of all participants, broader sport community, sport club administrators and organization leaders.
- c) Participants in positions of trust and authority have the general responsibility to protect the health and well-being of all other participants.
- d) Adult participants have a specific ethical and statutory duty and the additional responsibility to respond to incidents of misconduct and maltreatment involving Minors and other vulnerable participants.
- e) All participants recognize that misconduct and maltreatment can occur regardless of age, sex, sexual orientation, gender identity or expression, race, ethnicity, Indigenous status, or level of physical and intellectual disability and their intersections. Moreover, it is recognized that those from traditionally

- marginalized groups have increased vulnerability to experiences of misconduct and maltreatment.
- f) All participants recognize that individuals who have experienced misconduct and maltreatment may experience a range of effects that may emerge at different time points and that can profoundly affect their lives.
  - g) All adults working with children and youth have a duty to prevent or mitigate opportunities for misconduct.
  - h) Individuals affiliated with Esport Canada may be required to complete appropriate mandatory training on preventing and addressing harassment and abuse.
  - i) In recognition of the historic vulnerability to discrimination and violence amongst some groups, which persists today, participants in positions of trust and authority have a duty to incorporate strategies to recognize systemic bias, unconscious bias, and to respond quickly and effectively to discriminatory practices.