



SCREENING POLICY

1.1.1 Screening of personnel and volunteers is an important part of providing a safe environment among sport organizations which provide programs and services to youth. Ringette Ontario is responsible, at law, to do everything reasonable to provide a safe and secure environment for participants in its programs, activities and events. Ringette Ontario takes very seriously, and is committed to, fulfilling the duty of care it owes to its members.

1.1.2 The purpose of screening is to identify individuals within Ringette Ontario who pose a risk to children or youth.

1.2 JURISDICTION

Screening matters arising within the business, activities or events organized by entities other than Ontario Ringette such as Ontario Ringette regions or members will be dealt with pursuant to the policies of those other entities.

1.3 POLICY STATEMENT

Not all personnel affiliated with Ringette Ontario will be required to undergo screening through a Police Records Check ("PRC"), as not all positions pose a risk of harm to Ringette Ontario or its members.

1.3.1 Persons who will be subject to screening through a PRC are those who work closely with minor athletes and who occupy positions of trust and authority within Ringette Ontario programs. Such 'designated positions' include:

- All individuals in paid staff positions;
- All persons affiliated with provincial teams, whether paid or volunteer;
- All staff persons, board members and volunteers involved in the delivery of developmental programs including camps and clinics; and
- Any staff person, board member or volunteer appointed to accompany a Ringette Ontario team to an event or competition whether as a coach, manager, chaperone, driver or official in another role.
- Any Official or Bench Staff who registers directly with the ORA and not through a member.

1.3.2 It is the Ringette Ontario's policy that:

- All positions will have a clear set of guidelines about appropriate behaviour and conduct.
- The recruitment process for all 'designated positions' may involve:
- Requiring the candidate to complete an application form for the position;
- Interviewing the candidate for the position; and

- Checking a minimum of two references, one of which will be specific to working with children or youth.
- PRCs will be mandatory for all persons in 'designated positions'. There will be no exceptions.
- Failure to participate in the PRC process as outlined in this policy will result in ineligibility for the 'designated position'.
- Ontario Ringette will not knowingly fill a 'designated position' with a person who has a conviction for a 'relevant offence' as defined in this policy.
- A person in a 'designated position' will be provided an orientation session that will explain performance expectations and provide the training necessary for satisfactory performance.
- If a person in a 'designated position' subsequently receives a conviction for, or be found guilty of, a relevant offence, he/she will report this circumstance immediately to Ontario Ringette.

1.4 SCREENING COMMITTEE

The implementation of this policy is the responsibility of the Screening Committee, a committee of three persons appointed by the Board of Directors for a term of two years.

1.4.1 The Screening Committee will carry out its duties in an independent manner and at arms-length from the Board of Directors and the staff of the Ontario Ringette.

1.4.2 The Screening Committee is responsible for receiving and reviewing all PRCs and, based on such reviews, making decisions regarding the appropriateness of individuals occupying 'designated positions'. The Screening Committee may approve an individual's participation in a 'designated position', may deny an individual's participation in a 'designated position' or may approve an individual's participation in a 'designated position' subject to terms and conditions as the Screening Committee deems appropriate.

1.4.3 In carrying out its duties, the Screening Committee may consult with independent experts including lawyers, police, risk management consultants or volunteer screening specialists. The decisions of the Screening Committee are final and binding and may not be appealed.

1.5 PROCEDURE

Each person subject to this policy will apply for and obtain a PRC at their local police detachment. If there is a charge to obtain the PRC, Ontario Ringette will not reimburse the person for such expense.

- 1.5.1 Each person subject to this policy will submit the original copy of their PRC to the Screening Committee of the association they register with, in an envelope marked 'Confidential'.
- 1.5.2 The Screening Committee will review all PRCs received and will determine whether the PRC reveals a relevant offence. The Screening Committee will render its decision in accordance with Section 17.5 and will notify the person and Ontario Ringette of its decision in writing. The original copy of the PRC will be returned to the person who supplied it.
- 1.5.3 PRCs are valid for a period of three (3) years.
- 1.5.4 PRC's for Bench Staff must be done by January 8th each year.
- 1.5.5 PRC for all Officials who are eighteen (18) years of age and older must be done by January 8th each year.
- 1.5.6 If a person has been screened and approved by a member club, Ontario Ringette will confirm such approval and not require a second screening.

1.6 RELEVANT OFFENSES

For the purposes of this policy, a 'relevant offence' is any of the following offences for which pardons have not been granted:

- 1.6.1 If imposed in the last five years:
- Any criminal offence involving the use of a motor vehicle, including but not limited to impaired driving; or
 - Any violations for trafficking under the Controlled Drug and Substances Act.
- 1.6.2 If imposed in the last ten years:
- Any crime of violence including but not limited to, all forms of assault; or
 - Any criminal offence involving a minor or minors.
- 1.6.3 If imposed at any time:
- Any criminal offence involving the possession, distribution, or sale of any child-related pornography.

1.7 RECORDS

The Screening Committee will retain no copies of PRCs, but may retain written records of its communications with the persons submitting the PRC and with the Ontario Ringette. All records will be maintained in a confidential manner and will not be disclosed to others except as required by law, or for use in legal, quasi-legal or disciplinary proceedings.

1.8 REVIEW AND APPROVAL

This policy was approved by the Board of Directors of Ontario Ringette on November 2, 2007. This policy is not a static document: it will be reviewed by the Board of Directors, with input from the Screening Committee, on an annual basis.

1.9 APPENDIX “A”

Phased Implementation of this Policy

This policy will be implemented in a phased manner as follows:

- 1.9.1 For those individuals in ‘designated positions’ who are in full-time, continuing employment contracts, this policy will take effect January 1, 2008.
- 1.9.2 For those individuals who are in ‘designated positions’ who are in short term contracts, this policy will take effect upon the renewal of such contracts.
- 1.9.3 For those individuals not yet hired for or appointed to ‘designated positions’, this policy will take effect immediately.