

NANAIMO PICKLEBALL CLUB ABUSE PREVENTION POLICY

1. POLICY STATEMENT

Nanaimo Pickleball Club will take all necessary steps to ensure a safe and friendly environment for everyone engaged in events and activities and will respond immediately to suspected abuse or neglect.

2. CONTEXT/BACKGROUND

Nanaimo Pickleball Club has zero tolerance for any type of abuse. Abuse is a behaviour that scares, isolates, or controls another person. Abuse may be a pattern or a single incident. Abuse includes, but may not be limited to, the following forms:

- physical, including assault and forcible confinement
- sexual, including sexual contact without consent
- psychological, including threats and intimidation
- financial, including fraud and extortion
- neglect, consisting of the failure to provide the necessities of life, which can cause serious harm

3. APPLICATION

This policy applies to all members, contractors and volunteers participating in Nanaimo Pickleball Club programs, activities and events.

4. ROLES / RESPONSIBILITIES

Nanaimo Pickleball Club will communicate this policy to its Board, relevant volunteers and its general membership. Nanaimo Pickleball Club Clubs shall develop a reporting format or method, including the designation of a senior official as the 'report to' person.

Nanaimo Pickleball Club will enact measures aimed at preventing abuse that include:

- Screening
- Orientation
- Training
- Practice

Special consideration must be given by Nanaimo Pickleball Club when interacting with children and vulnerable adults.

Everyone has a responsibility to keep children safe and report suspected abuse of a child. If a person suspects that a child has been or is likely to be abused or neglected by the child's parent or guardian, that person also has a legal duty to report this to Child Welfare Authorities. Failing to report is an offence in most jurisdictions. You do not need proof that the abuse or neglect has happened, only a reason to believe. Reports can be made confidentially. If a person believes that a child or vulnerable adult is in immediate danger, they should contact the police. Employees and volunteers are to report

all incidents of inappropriate behaviour or abuse to a senior person within their organization. That senior person will determine when to notify the child's parent or guardian (unless the child's parent or guardian is the alleged abuser) and the Nanaimo Pickleball Club / Pickleball Canada insurance carrier.

All employees or volunteers accused of allegations of inappropriate behaviour or abuse will immediately be removed from the reportedly abusive situation, pending the outcome of the investigation conducted by the appropriate authorities.

4. IMPLEMENTATION

Nanaimo Pickleball Club shall ensure the following guidelines or protocols and being followed:

- Written permission must be obtained from a parent or guardian before any employee or volunteer transports children or vulnerable adults for Nanaimo Pickleball Club activities.
- Employees and volunteers must be assured and confident of the relationship between a child and a parent, legal guardian or person designated by a parent or legal guardian before releasing the child into the care of such person.
- Employees and volunteers must refrain from harsh or inappropriate language, degrading punishment, physical punishment or any type of restraining device in the name of behaviour management.
- Employees and volunteers must restrict physical interactions to non-threatening and non-sexual touching such as high-fives, pats on the back or shoulder, handshakes and specific skill instruction.
- Employees and volunteers must ensure that children and vulnerable adults are always supervised by more than one adult. When a one on one discussion is warranted, these interactions will take place in an area that allows for private conversation, while remaining in view of others.

6. RESULTS

The Nanaimo Pickleball Club Board, employees, volunteers and members are aware of their responsibilities to prevent abuse and know how to report abuse should it occur. Everyone engaged in events and activities, especially children and vulnerable adults, are protected from abuse while participating in Nanaimo Pickleball Club programs, activities and events.

7. COMING INTO FORCE

This policy shall come into force May xx 2023.