



2023 NORTH AMERICAN INDIGENOUS GAMES

COACHES HANDBOOK

Coaches Handbook

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Background

Who is Indigenous Sport & Wellness Ontario?

Indigenous Sport & Wellness Ontario (“ISWO” or the “Organization”) is the designated Provincial/Territorial Aboriginal Sporting Body for Ontario, serving all Indigenous Peoples across the province.

ISWO’S Mission, Vision & Values

Primarily funded by the Ontario Ministry of Tourism, Culture and Sport and Sport Canada, ISWO works to serve all Indigenous Peoples and communities, including First Nation, Inuit, and Métis, across the province of Ontario, in an equitable and fair manner. ISWO plans, delivers, and supports dozens of programs, tournaments, workshops, and events for Indigenous youth across Ontario each year. ISWO believes that sport has the power to change lives, improve wellness, promote culture, and provide opportunities for personal growth and community development, but knows that it cannot do it alone. ISWO strives to work with communities, organizations, and stakeholders from across Ontario and beyond, to find solutions and increase the wellbeing of Indigenous Peoples, in every aspect of their lives.

ISWO’S Commitment to Safe Sport

ISWO takes any event, occurrence and situation involving misconduct or maltreatment of a participant at an ISWO sport, cultural, leadership or training event (an “ISWO Program Participant”) or of a Team Ontario Member very seriously. Consequently, ISWO is committed to enacting and enforcing strong, clear, transparent, and effective policies (the “ISWO Safe Sport Policy”), which is incorporated into this ISWO Coaches’ Code of Conduct, and the processes for preventing and addressing all forms of misconduct or maltreatment to ISWO Program Participants and Team Ontario Members.

Intent of ISWO’s Safe Sport Policy

ISWO’s Safe Sport Policy is intended to promote a Safe Sport environment in a manner that allows for consistent, immediate, appropriate, and meaningful action should any issues that pose a threat to ISWO Program Participants and Team Ontario Members arise. ISWO’s Safe Sport Policy is also intended to prevent threatening issues from arising in the first place by setting out the expected standards of behaviour and provide a mechanism or process where ISWO Program Participants and Team Ontario Members and any individual involved with ISWO. ISWO’s Safe Sport Policy, which is incorporated in the within this ISWO Coaches’ Code of Conduct, also sets out the processes by which ISWO must respond to the Complaint and the manner how ISWO will address the Complaint.





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For more information on the ISWO and the ISWO's commitment to Safe Sport, see <https://iswo.ca/team-ontario/athletes-code-of-conduct/#concussion>

Key Contacts

Gary Lynch – Manager of Sport and Athlete Development

gary.lynch@iswo.ca | c: +1 (807) 707-4964

Canadian Sport Helpline

The Canadian Sport Helpline is a national toll-free helpline funded by the Government of Canada that assists victims, or witnesses of harassment, abuse, or discrimination in sport. Offered in partnership by the Sport Dispute Resolution Centre of Canada (SDRCC) and the Canadian Centre for Mental Health in Sport (CCMHS), this anonymous, confidential, independent service allows people to share and validate their concerns, obtain guidance on required next steps, and get referrals to other resources for follow up. A CCMHS team of practitioners with expertise in counselling, psychology, and sport act as helpline operators.

Access the helpline toll free from 8 a.m. to 8 p.m. (Eastern Time), seven days a week by telephone, text, live chat or email in both official languages.

abuse-free-sport.ca

info@abuse-free-sport-.ca

1-888-83SPORT (1-888-837-7678)

Indigenous Hope for Wellness Help Line

1-855-242-3310

Coaches Code of Conduct

The purpose of this code is to articulate expectations for all coaching staff, whether full-time, part-time or volunteers. The code applies to the full coaching team, including coaches, recruiters, administrative support, and trainers.





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Guiding Principles

Membership on our teams is a privilege - not a right. Of utmost importance is the treatment of others with the utmost respect and dignity, and the maintenance of an environment that is both safe and free from harassment (sexual or otherwise) and/or discrimination.

Behavioral Expectations

ISWO places great value in ensuring an environment that is safe, positive, respectful, and conducive to the pursuit of personal and athletic excellence. To meet these expectations, adherence to the following regulations is required (coaches are responsible to communicate these expectations to their teams/athletes):

- All Initiation Activities are strictly prohibited.
- Any orientation and/or team building activities must be centered on positive team building and promote team unity and growth that support the dignity of all members of the team.
- Hazing/initiation activities of any type are not permitted. (Hazing activities are defined as: any action taken or situation created as part of initiation to (or continued) membership on a team, which action i) produces or could be reasonably expected to produce mental or physical discomfort, harm, stress, embarrassment, harassment, or ridicule; ii) extracts or imposes some financial amount from another current or prospective team member, or iii) which directly or indirectly violates or is intended to violate the ISWO Conduct Policies).
- The creation, support and perpetuation of a Poisoned Sport Environment is not permitted.
- Alcohol may not be consumed during travel (via bus, car, van, train or plane) to and/or from a game or competition or practice, in team rooms or competition facilities (home or away) at any time.
- The use of cannabis is prohibited at any competition facility, team room, etc.
- The use of illegal/prohibited drugs or performance enhancing drugs, per U Sports Regulations, is prohibited and a commitment to uphold the principles of Drug Free Sport as per the World Anti-Doping Agency (WADA) is paramount. www.wada-ama.org.
- Fighting and/or property damage is prohibited.
- Any behavioural actions displayed or disseminated on social media outlets or platforms that are deemed to be contrary to behavioural expectations or demonstrate a lack of good judgement in the use of alcohol are not permitted.
- Any postings on any social media including Facebook, twitter, Instagram, etc. are subject to the ISWO Coaches Code of Conduct's rules, directions, and expectations.





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Violations of the ISWO Coaches Code of Conduct will not be tolerated and will be subject to discipline in accordance with stated ISWO's Discipline Investigation and Procedure. For more information on ISWO's Code of Conduct, please see <https://iswo.ca/team-ontario/athletes-code-of-conduct/#removal-from>

Relationships With Athletes

It is important to realize that the relationship between a coach and athlete is not one of equality but one with an unequal balance of power. With this fact in mind, ISWO coaches (head coaches, assistant coaches, and all other support staff) are not to socialize with any current athletes outside of formal team activities and sanctioned events. Under no conditions will a coaching staff member enter into, or be a part of, intimate interactions or personal relationships with an athlete or staff member or therapist. In this matter, an intimate or personal relationship includes suggestive behaviour, flirting, physical contact, dating, sexual activity, living together, engagement, or marriage.

ISWO fully embraces the Universal Code to Prevent and Address Maltreatment in Sport (the "UCCMS") and is committed to creating a sport environment treats all Participants with dignity and respect. For the values, principles and guidelines you are expected to follow, please see <https://sirc.ca/wp-content/uploads/2022/06/UCCMS-v6.0-20220531-ENG.pdf>.

Vulnerable Sector Check

All full time, part time, and volunteer coaches on Team Ontario or acting on behalf of ISWO are required to consent to and submit an updated Vulnerable Sector Check to "X" every two years.

A vulnerable sector check is a police information check and a check to see if a person has a record suspension (pardon) for sexual offences. You will be required to provide your local Police Services proof of a local address and with the following information:

- A description of the position
- The name of the organization staffing the position
- Details about the children or vulnerable persons (e.g. age, or other factors that can show how the person is vulnerable)
- If the position is volunteer, provide a letter from the organization stating the person will not be paid for services or any other personal expenses incurred.

For further information regarding Vulnerable Sector checks, please visit the RCMP website: <https://www.rcmp-grc.gc.ca/en/types-criminal-background-checks>





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The Rule of Two

The Rule of Two forms part of ISWO's Code of Conduct. A Team Ontario coach is never alone or out of sight with a Team Ontario athlete or volunteer.

Two Team Ontario coaches (full-time or part-time/volunteer staff who have signed an ISWO Coaches' Code of Conduct) should always be present with a Team Ontario athlete or volunteer, especially a minor athlete, when in a potentially vulnerable situation such as in a locker room or meeting room.

When meeting with a Team Ontario athlete or student volunteer, all one-on-one interactions must take place within earshot and in view of the second Team Ontario coach except for medical emergencies, i.e. no closed doors. When possible, one of the Team Ontario coaches must also be of the same gender as the athlete. If the above is not possible (i.e. a Team Ontario second coach cannot be present), then all 1 on 1 interactions must take place in a public place, ex. cafeteria, coffee shop, public lobby etc.

ISWO's Discipline Investigation and Procedure Policy and Process

Alleged violations of ISWO's Conduct Policies will result in the Concerned Participant(s) facing disciplinary processes and possible sanctions as set out in the Athletic Handbook of the Athletics Code. For more information on ISWO's Discipline Investigation and Procedure Policy and Process, please see <https://iswo.ca/team-ontario/athletes-code-of-conduct/#return-to>

ISWO believes that negotiated resolutions and settlements are often preferable to confrontational adjudicated based results. Consequently, negotiated resolutions of disputes among ISWO Program Participants is strongly encouraged. For the Alternative Dispute Resolution Policy, please see <https://iswo.ca/team-ontario/athletes-code-of-conduct/#concussion-strategy>





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Mandatory Education & Training

Head Coach, Assistant Coach, S&C, and Athletic Therapy

COURSE	AVAILABLE ON	COMPLETION
Standard First Aid/CPR and AED	Free to FT Staff through EHS	Once
Sexual Violence Support Module	Courselink	Once
Concussion Awareness Training Tool	cattonline.com/coach	Once
Mental Health	morefeetontheground.ca	Once
Safe Sport	safesport.coach.ca/participants-training	Once

* NCCP # and The Locker account required, if you don't have one, create one with the following link: <https://thelocker.coach.ca/Account/Login>

Assistant Coach, Team or Equipment Manager

COURSE	AVAILABLE ON	COMPLETION
CCES: The Role of Athlete Support Personnel	CCES	Annual
Concussion Awareness Training Tool	cattonline.com/coach	Once
Safe Sport	safesport.coach.ca/participants-training	Once

* NCCP # and The Locker account required, if you don't have one, create one with the following link: <https://thelocker.coach.ca/Account/Login>

