

An Introduction to the Office of the Sport Integrity Commissioner

October 27, 2022

Session Overview

- What is Safe Sport
- Evolution of Safe Sport in Canada
- Implementing OSIC
- OSIC Process

What is Safe Sport?

- Athletes experience psychological abuse and neglect to a far greater extent than other forms
- Neglectful and psychologically harmful behaviours such as demeaning, threatening or humiliating comments, denying basic needs such as food, water, and safe training conditions, have been accepted as normal practices in sport

What is Safe Sport?

- Ensuring physical, psychological and emotional safety.
- This includes concussion and injury prevention and creating environments free from bullying, abuse, harassment, discrimination and other forms of maltreatment.

Evolution of Safe Sport

Evolution of Safe Sport

- Since 2018, for NSOs to receive funding Sport Canada has required NSOs to provide access to an independent third party to address harassment and abuse allegations.
 - For specific categories of participants, typically national level athletes, coaches, employees and Board members

Evolution of Safe Sport

- In summer 2021, the Government of Canada designated the SDRCC to deliver the independent safe sport mechanism at the national level
- Now called Abuse-Free Sport.



abuse-free sport

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Evolution of Safe Sport

- The Office of the Sport Integrity Commissioner (OSIC) is a division of the SDRCC and serves as the central hub within Abuse-Free Sport
- OSIC is responsible for administering the *Universal Code of Conduct to Prevent and Address Maltreatment in Sport* (UCCMS) as part of the Abuse-Free Sport complaint management process.

Evolution of Safe Sport

- The UCCMS sets out harmonized rules designed to help advance a respectful sport culture.
- Includes:
 - standard definitions of maltreatment, including grooming, neglect, and physical, sexual, and psychological abuse
 - other prohibited behaviour such as retaliation, failure to report maltreatment, intentionally filing false allegations, misuse of power
 - framework for determining appropriate sanctions

Evolution of Safe Sport

- OSIC was launched in June 2022.
- There are currently six Program Signatories identified online by OSIC.

Evolution of Safe Sport

- An MSO/NSO collective worked together to address common concerns in the OSIC Signatory Agreement.
- The core terms of the OSIC Signatory Agreement have now been finalized (two versions – 17.1 and 17.2a)
- Sports are now negotiating with the SDRCC on an individual basis to determine sport specific terms found in the appendices.

Evolution of Safe Sport



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Implementing OSIC

Implementing OSIC

- Sports become Program Signatories by signing a contract (OSIC Signatory Agreement) with the SDRCC
- Current phase is the negotiation of sport specific terms, specifically involving costs
 - Base annual fee
 - Annual additional contribution – based on identified individuals identified by organizations as “**UCCMS Participants**”

Implementing OSIC

- Defining UCCMS Participant

Implementing OSIC

- Review OSIC Signatory Agreement
- Consult with legal counsel about terms and implications for your organization
- Proactively identify challenges for implementation
 - Membership structure
 - Program delivery
 - Express consent

Implementing OSIC

- **Transition Period** – Organizations have three months after signing the Agreement to implement their requirements under the OSIC Agreement
- **Communication plan** – must be reviewed and approved by the SDRCC before the OSIC Agreement may be signed. This includes the announcement about the Program Signatory's status and services available during the Transition Period

Implementing OSIC

- Key action items
 - ‘Detangling’ the UCCMS from current conduct policies
 - Adopting the UCCMS as a standalone policy
 - Securing required insurance coverage and reviewing indemnification provisions
 - Obtaining signed consent forms from UCCMS Participants
 - Providing OSIC with current sanctions involving Prohibited Behaviour under the UCCMS

Implementing OSIC

- Key action items
 - Updating current policies (Complaint and Discipline policy, Code of Conduct, etc.)
 - Revising participant agreements and waivers
 - Review and update agreements (athlete, contractor and employee contracts)
 - Assembling previous versions of conduct policies.

Implementing OSIC

- UCCMS violation or Code of Conduct issue?
- UCCMS Participant or Organizational Participant?

OSIC Process

OSIC Process



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The Office of the Sport Integrity Commissioner (OSIC) is responsible to administer the [Universal Code of Conduct to Prevent and Address Maltreatment in Sport \(UCCMS\)](#) using trauma-informed processes that are compassionate, efficient and provide fairness, respect and equity to all parties involved.

The OSIC operates as an independent division of the [Sport Dispute Resolution Centre of Canada \(SDRCC\)](#). The SDRCC was created by the Physical Activity and Sport Act (S.C. 2003, c.2) (the "Act") with the mandate to provide to the sport community: a) a national alternative dispute resolution service for sport disputes; and, b) expertise and assistance regarding alternative dispute resolution. [The SDRCC was also mandated by the Government of Canada, on July 6, 2021](#), to establish an independent safe sport mechanism to implement the UCCMS at the national level.

As a division of the SDRCC, the OSIC contributes to the advancement of the UCCMS by: (i) overseeing a complaint intake process; (ii) conducting preliminary assessments and investigations; (iii) maintaining a database of imposed sanctions; and (iv) monitoring compliance by sporting organizations and issuing reports as required.

**Abuse-Free
Sport
Announces**

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Sport Integrity
Commissioner**

OSIC Process

- The core responsibility of OSIC is to administer the UCCMS.
- Two processes available:
 - Complaint Management
 - Sport Environment Assessment

OSIC Process

- **Sport Environment Assessments**
 - Guidelines – published August 1, 2022
 - Assessments are triggered by Reports:
 - From interested parties, or
 - By OSIC if they become aware of alleged systemic issues related to the UCCMS

OSIC Process

- **Sport Environment Assessments**

- Sport Organizations will be provided a copy of the final Assessment Report
- OSIC will publish the Assessment Report on its website unless otherwise directed
- Sport Environment Assessments are **not** findings of fact
 - The Assessment process and the contents of the Assessment Report are not subject to challenge before the Safeguarding Tribunal.

OSIC Process

- **Complaint Management - Phases**
 - Complaint Submission – online portal
 - Initial Review (completeness)
 - Preliminary Assessment (procedural)
 - Investigation
 - Report to Sport Integrity Commissioner (SIC)
 - SIC recommendation to the Director of Sanctions and Outcomes (DSO)
 - DSO determines whether to impose a Sanction.

Implementing OSIC

- **Key Considerations**

- Overlap with employment agreements and legislation
- Maintaining venue for non UCCMS complaints
- Securing consent from UCCMS Participants
- Jurisdiction
- Reporting Mechanism
- Publication of Decisions and Sanctions

Any Questions?

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