



London Western Rowing Club

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SAFE SPORT POLICY MANUAL

Introduction

The London Western Rowing Club has a fundamental obligation and responsibility to protect the health, safety and physical and mental well-being of every Individual that is involved in its rowing community.

The London Western Rowing Club takes any situation involving misconduct or Maltreatment very seriously; for this reason, London Western Rowing Club is committed to enacting and enforcing strong, clear, and effective policies and processes for preventing and addressing all forms of misconduct or Maltreatment.

This London Western Rowing Club Safe Sport Manual contains policies for its rowing community. The policies are intended to promote a safe sport environment in a manner that allows for consistent, immediate, appropriate and meaningful action should any issues arise, but also to prevent issues from arising by communicating expected standards of behaviour to all participants.

This Safe Sport Manual has been prepared by RCA and has been adopted by London Western Rowing Club as the applicable safe sport policies at the club.

Should any individuals involved with rowing programs, including Athletes, coaches, umpires, officials, volunteers, and parents/guardians of Athletes, wish to Report any instance of misconduct or Maltreatment, it must do so directly to RCA's Independent Third Party, who will then determine the appropriate forum and manner to address the complaint.

London Western Rowing Club also recognizes the recent development of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS). The UCCMS may continue to evolve in the foreseeable future, and this London Western Rowing Club Safe Sport Policy Manual incorporates the key elements of the current version of the UCCMS in order to ensure that any of the unacceptable behaviour described in the UCCMS is incorporated herein and is applicable to London Western Rowing Club's rowing community. Going forward, this London Western Rowing Club Safe Sport Policy Manual may be amended further if modifications are made to the UCCMS to ensure that the UCCMS is fully incorporated by London Western Rowing Club and can be implemented appropriately. In the event that the UCCMS is modified before amendments are made to this London Western Rowing Club Safe Sport Manual, any such modifications shall be incorporated in this London Western Rowing Club Safe Sport Manual by reference.

Certain policies found in this Safe Sport Manual also apply to matters beyond safe sport (i.e., the Appeal Policy). As such, these policies will also be published on London Western Rowing Club's website so that they are accessible and applicable in all relevant areas.

Lastly, RCA notes and wishes to advise the Canadian rowing community that, if any Policy, in whole or in part, is excerpted from this Safe Sport Manual, any such action must be taken with the knowledge, and disclosure to any receiving party, that the Policy is part of the Safe Sport Manual, which may impact its application or understanding.