

# Kawartha Nordic Screening Policy

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Policy

**8 January 2024**



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## Definitions

- The following defined terms have these meanings in this Policy:
  - a) **Athlete** – An individual who is subject to the policies of Kawartha Nordic, and who may also be subject to the policies of Cross Country Ski Ontario (XCSO), Nordiq Canada and the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (“UCCMS”)
  - b) **Criminal Record Check (CRC)** – A search of the RCMP Canadian Police Information Centre (CPIC) system for adult convictions
  - c) **Enhanced Police Information Check (E-PIC)** – a Criminal Record Check plus a search of Local Police Information, available from Sterling Backcheck
  - d) **Local Police Information (LPI)** – Additional conviction and selected non-conviction information in national and local police data sources which may be relevant to the position sought
  - e) **Minor** – as defined in the UCCMS and as amended from time to time by the Sport Dispute Resolution Centre of Canada
  - f) **Participants** – Refers to all categories of individual (members and officers) as defined in the By-laws of Kawartha Nordic, who are subject to the policies of Kawartha Nordic, as well as all people employed by, contracted by, or engaged in activities with Kawartha Nordic including, but not limited to, employees, contractors, Athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, parents or guardians, spectators, directors or officers
  - g) **Vulnerable Sector Check (VSC)** – A detailed check that includes a search of the RCMP Canadian Police Information Centre (CPIC) system, Local Police Information, and the Pardoned Sex Offender database

## Preamble

- Kawartha Nordic understands that screening personnel and volunteers is a vital part of providing a safe sporting environment and has become a common practice among sport organizations that provide programs and services to the sport community.

## Application of this Policy

- This Policy applies to all individuals whose position with Kawartha Nordic is one of trust or authority which may relate to, at a minimum, finances, supervision, or Vulnerable Participants.
- Not all individuals associated with Kawartha Nordic will be required to obtain a criminal record check or submit screening documents because not all positions pose a risk of harm to Kawartha Nordic or Participants. Participants will be subject to the screening requirements described in the Screening Requirements Matrix found in **Appendix A** of this Policy.

## Screening Committee

- The implementation of this policy is the responsibility of the Screening Committee which is a committee composed of either one (1) or three (3) members. Kawartha Nordic will ensure that the members appointed to the Screening Committee possess the requisite skills, knowledge and abilities to accurately screen documents and render decisions under this Policy.
- The Screening Committee is responsible for reviewing all documents submitted and, based on the review, making decisions regarding the appropriateness of individuals filling positions within Kawartha Nordic. In carrying out its duties, the Screening Committee may consult with independent experts including lawyers, police, risk management consultants, volunteer screening specialists, or any other person.
- Nothing in this Policy restricts or limits the Screening Committee from requesting that the individual attend an interview with the Screening Committee if the Screening Committee considers that an interview is appropriate and necessary to screen the individual's application.
- Nothing in this Policy restricts or limits the Screening Committee from requesting the individual's authorization to contact any professional, sporting or other organization in order to assess the individual's suitability for the position that they are seeking.
- Nothing in this Policy restricts or limits the Screening Committee from requesting further information from the individual on more than one occasion, subject to the individual's right to insist that the Screening Committee make a decision on the basis of the information before it.
- The Screening Committee may, where appropriate, draw an adverse inference from an individual's failure to provide information or answer queries.
- When assessing an individual's screening application, the Screening Committee shall determine whether there is reason to believe that the individual may pose a risk to Kawartha Nordic or to another individual.
- An individual having been previously penalized for a prior offence shall not prevent the Screening Committee from considering that offence as part of the individual's screening application.
- If the Screening Committee determines on the basis of the individual's screening application, in addition to any further material received by it, that the individual does not pose a risk to Kawartha Nordic or Participants, the Screening Committee shall approve the individual's application, subject to the Screening Committee's right to impose conditions.
- In the case of a decision denying an application or approving an application with conditions, a copy of the decision shall be provided to the applicant and to the Board of Directors of Kawartha Nordic. Subject to applicable privacy and/or employment legislation and any related internal policies, Kawartha Nordic may disseminate the decision as they see fit in order to best fulfil the mandate of Kawartha Nordic.
- A Participant whose screening application has been denied or revoked may not re-apply to participate in the programs or activities of Kawartha Nordic for two (2) years from the date the rejected application was made.

## Screening Requirements

- A Screening Requirements Matrix is provided as **Appendix A**.
- It is the policy of Kawartha Nordic that when an individual is first engaged by the organization:
  - a) Level 1 individuals will:
    - i. Participate in training, orientation, and monitoring as described in the Screening Requirements Matrix (**Appendix A**)
  - b) Level 2 individuals will:
    - i. Complete an Application Form (**Appendix B**)
    - ii. Complete a Screening Disclosure Form (**Appendix C**)
    - iii. Complete and provide an E-PIC through Sterling Backcheck, or its equivalent (both a Criminal Record Check and Judicial Matters Check) through either the RCMP, the Ontario Provincial Police service or city police services, depending on jurisdiction. An E-PIC or its equivalent obtained through another sport will be accepted as long as it is less than 3 years old.
    - iv. Participate in training, orientation, and monitoring as described in the Screening Requirements Matrix (**Appendix A**)
    - v. Provide a driver's abstract, if requested
  - c) Level 3 individuals will:
    - i. Complete an Application Form (**Appendix B**)
    - ii. Complete a Screening Disclosure Form (**Appendix C**)
    - iii. Complete and provide an E-PIC (or its equivalent) and a VSC
    - iv. Provide one letter of character reference from someone without conflict
    - v. Participate in training, orientation, and monitoring as described in the Screening Requirements Matrix (**Appendix A**)
    - vi. Provide a driver's abstract, if requested
  - d) If an individual subsequently receives a charge, conviction for, or is found guilty of, an offense they will report this circumstance immediately to Kawartha Nordic. Additionally, the individual will inform the organization of any changes in their circumstance that would alter their original responses in their Screening Disclosure Form.
  - e) If Kawartha Nordic learns that an individual has provided false, inaccurate, or misleading information, the individual will immediately be removed from their position and may be subject to further discipline in accordance with the *Discipline and Complaints Policy*.

## Young People

- For the purposes of this Policy, Kawartha Nordic defines a young person as someone who is younger than 18 years old. When screening young people, Kawartha Nordic will:
  - a) Not require the young person to obtain a VSC or E-PIC; and
  - b) In lieu of obtaining a VSC or E-PIC, require the young person to submit up to two (2) additional letters of reference.

- Notwithstanding the above, Kawartha Nordic may ask a young person to obtain a VSC or E-PIC (or its equivalent) if the organization suspects the young person has an adult conviction and therefore has a criminal record. In these circumstances, the organization will be clear in its request that it is not asking for the young person's youth record. Kawartha Nordic understands that they may not request to see a young person's youth record.

## Renewal

- Unless the Screening Committee determines, on a case-by-case basis, to modify the submission requirements, individuals who are required to submit an E-PIC, Screening Disclosure Form, or Screening Renewal Form, are required to submit the documents as follows:
  - a) An E-PIC (or its equivalent) every three years
  - b) A Screening Disclosure Form every three years
  - c) A Screening Renewal Form (**Appendix D**) every year
  - d) A Vulnerable Sector Check once
- At any time, including after either the submission of an individual's application or its approval (with or without conditions), the Screening Committee may re-open an individual's file for additional screening if it is advised of new information that, in the discretion of Kawartha Nordic, could affect the assessment of the individual's suitability for participation in the programs or activities of Kawartha Nordic, or the individual's interactions with other individuals involved with Kawartha Nordic.

## Orientation, Training, and Monitoring

- The type and amount of orientation, and training in addition to the training required per the Screening Requirements Matrix (Appendix A), and monitoring will be based on the individual's level of risk, at the discretion of Kawartha Nordic.
- Orientation may include, but is not limited to: introductory presentations, facility tours, equipment demonstrations, parent/Athlete meetings, meetings with colleagues and supervisors, orientation manuals, orientation sessions, and increased supervision during initial tasks or initial period of engagement.
- Training may include, but is not limited to: certification courses, online learning, mentoring, workshop sessions, webinars, on-site demonstrations, and peer feedback.
- At the conclusion of orientation and training, the individual will be required to acknowledge, in written form, that they have received and completed the orientation and training (**Appendix E**).
- Monitoring may include but is not limited to: written or oral reports, observations, tracking, electronic surveillance (e.g., facility security cameras), and site visits.
- Kawartha Nordic will annually ensure that Participants have received up-to-date training. When the training program has been substantially updated to include new information or resources, or if the Participant's certification has expired, the Participant will be required to re-take the training.
- Kawartha Nordic will provide annual, up-to-date information on their policies and procedures related to Prohibited Behaviour and Maltreatment. Additional training

resources may be provided by XCSO, Nordiq Canada, the Office of the Sport Integrity Commissioner (OSIC) and/or Abuse-Free Sport.

## How to Obtain an E-PIC or VSC

- Information on obtaining an E-PIC (or its equivalent) can be obtained from the Kawartha Nordic General Manager.
- Kawartha Nordic and Participants understand that the requirements and process for obtaining a criminal record check may vary by province. Kawartha Nordic and/or the Participant, as the case may be, are responsible for confirming and following the applicable requirements and process in each case.
- Questions concerning a VSC should be directed to the relevant local RCMP office or police service. Fees may also be required.
- Kawartha Nordic understands that they may be required to assist an individual with obtaining a VSC. A Request for VSC (**Appendix E**) may need to be submitted or other documentation may need to be completed that describes the nature of the organization and the individual's role with Vulnerable Participants.

## Procedure

- Screening documents must be submitted to the Screening Committee.
- An individual who refuses or fails to provide the necessary screening documents will be ineligible to volunteer or apply for the position sought. The individual will be informed that their application and/or position will not proceed until such time as the screening documents are submitted.
- Kawartha Nordic understands that there may be delays in receiving the results of an E-PIC, its equivalent or a VSC. At the discretion of Kawartha Nordic, an individual may be permitted to participate in the role during the delay. This permission may be withdrawn at any time and for any reason.
- Kawartha Nordic recognizes that different information will be available depending on the type of screening document that the individual has submitted. For example, an E-PIC may show details of a specific offense, or not, and/or a VSC may be returned with specific information or simply a notification indicating 'cleared' or 'not cleared'. The Screening Committee will use its expertise and discretion when making decisions based on the screening documents that have been submitted.
- Following the review of the screening documents, the Screening Committee will decide:
  - a) The individual has passed screening and may participate in the desired position;
  - b) The individual has passed screening and may participate in the desired position with conditions;
  - c) The individual has not passed screening and may not participate in the desired position; or
  - d) More information is required from the individual.
- In making its decision, the Screening Committee will consider the type of offense, date of offense, and relevance of the offense to the position sought.
- The Screening Committee must decide that an individual has not passed screening if the screening documentation reveals any of the following:

- If imposed in the last three years:
  - i. Any offense involving the use of a motor vehicle, including but not limited to impaired driving
  - ii. Any offense of assault, physical or psychological violence
  - iii. Any offense involving trafficking or possession of illegal drugs
  - iv. Any offense involving conduct against public morals
  - v. Any offense involving theft or fraud
- If imposed at any time:
  - i. Any offense involving a Minor or Minors
  - ii. Any offense involving the possession, distribution, or sale of any child-related pornography
  - iii. Any sexual offense

## Conditions and Monitoring

- Excluding the incidents above which, if revealed, would cause the individual to not pass screening, the Screening Committee may determine that incidents revealed on an individual's screening documents may allow the individual to pass the screening process and participate in a desired position with *conditions* imposed. The Screening Committee shall have the sole and unfettered discretion to apply and remove conditions, determine the length of time for the imposition of conditions, and determine the means by which adherence to conditions may be monitored.

## Records

- All records will be maintained in a confidential manner and will not be disclosed to others except as required by law, for use in legal, quasi-legal, or disciplinary proceedings.
- The records kept as part of the screening process include but are not limited to:
  - a) An individual's Vulnerable Sector Check
  - b) An individual's E-PIC or its equivalent (for a period of three years)
  - c) An individual's Screening Disclosure Form (for a period of three years)
  - d) An individual's Screening Renewal Form (for a period of one year)
  - e) Records of any conditions attached to an individual's registration by the Screening Committee
  - f) Records of any discipline applied to any individual by Kawartha Nordic or by another sport organization

## Privacy

- The collection, use and disclosure of any personal information pursuant to this Policy is subject to Kawartha Nordic's *Privacy Policy*.
- Kawartha Nordic or any of its delegates pursuant to this Policy (i.e., the Screening Committee) shall comply with Kawartha Nordic's *Privacy Policy* in the performance of their services under this Policy.



## Appendix A – Screening Requirements Matrix

The roles listed in the matrix are only examples of where individuals could be assessed based on the risk their role might pose. Every club structure is different. Clubs need to consider the roles and associated risk within their own organizations to determine whether an individual requires screening and training and, if so, where an individual falls in the matrix.

Risk Level	Roles	Training Required <sup>1, 2, 3</sup>	Screening <sup>4</sup>	Timing
Level 1 Low Risk	Nordiq Canada Race License holders, excluding Associate & Development Race License holders	<ul style="list-style-type: none"> <li>• CAC Safe Sport training</li> <li>• CAC Understanding the Rule of Two</li> </ul>	Participate in training, orientation & monitoring as determined by KN	Within 30 days of applying for the Nordiq Canada Race License
Level 2 Medium Risk	a) Anyone other than athletes and minors travelling overnight with a team b) Athlete support personnel (e.g., wax techs) c) Non-coach contractors, employees and managers with direct athlete contact d) Directors and officers (e.g., Board members) e) Jury members & major officials at race events	Level 1 Requirements	Level 1 Requirements, plus <ul style="list-style-type: none"> <li>• Provide an E-PIC or its equivalent</li> <li>• Provide a driver's abstract, if requested</li> </ul>	The earlier of: <ul style="list-style-type: none"> <li>• Prior to their first formal activity in their season</li> <li>• Prior to any unsupervised contact with an Athlete</li> <li>• For those without direct athlete contact, within four weeks of starting the role</li> </ul>
Level 2a Medium Risk	f) Contractors, employees and managers without direct athlete contact	None	Level 2 Requirements	Level 2 Timing
Level 2b Medium Risk	g) Nordiq Canada Licensed Coaches who are not identified under Level 3 High Risk	Level 1 Requirements, plus <ul style="list-style-type: none"> <li>• Make Ethical Decisions (MED) Online Evaluation</li> </ul>	Level 2 Requirements	Level 2 Timing
Level 3 High Risk	a) Full-time Coaches b) Coaches who travel with Athletes c) Coaches who could be alone with Athletes	Level 2b Requirements	Level 2b Requirements, plus <ul style="list-style-type: none"> <li>• Provide a VSC</li> <li>• Provide a letter of character reference from someone without conflict</li> </ul>	The earlier of: <ul style="list-style-type: none"> <li>• Prior to their first formal activity in their season</li> <li>• Prior to any unsupervised athlete contact</li> </ul>

<sup>1</sup> Athletes attest to having satisfied training requirements as part of their Nordiq Canada Racing License application; clubs should confirm with their athletes that the training is complete.

<sup>2</sup> Parents of minor athletes are highly encouraged to take this training.

<sup>3</sup> Coaches attest to having satisfied training requirements as part of their Nordiq Canada Coaching License application; clubs should confirm with their coaches that the training is complete.

<sup>4</sup> Those younger than 18 years of age will typically be asked for additional letters of reference instead of a VSC or E-PIC.

## Appendix B – Application Form

*Note: Participants who are applying to volunteer or work within certain positions with Kawartha Nordic must complete this Application Form. Participants need to complete an Application Form once for the position sought. If the individual is applying for a new position within Kawartha Nordic, a new Application Form must be submitted.*

**NAME:**

\_\_\_\_\_  
First Middle Last

**CURRENT PERMANENT ADDRESS:**

\_\_\_\_\_  
Street City Province Postal

**DATE OF BIRTH:** \_\_\_\_\_ **GENDER IDENTITY:** \_\_\_\_\_  
Month/Day/Year

**EMAIL:** \_\_\_\_\_ **PHONE:** \_\_\_\_\_

**POSITION SOUGHT:** \_\_\_\_\_

By signing this document below, I agree to adhere to the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) and the policies and procedures of Kawartha Nordic including but not limited to the *Code of Conduct and Ethics, Conflict of Interest Policy, Privacy Policy, and Screening Policy*. KN Policies and the UCCMS are available online at

- <https://kawarthanordic.ca/about>
- <https://sportintegritycommissioner.ca/uccms>

I recognize that I must pass certain screening requirements depending on the position sought, as outlined in the *Screening Policy*, and that the Screening Committee will determine my eligibility to volunteer or work in the position.

**NAME (print):** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**SIGNATURE:** \_\_\_\_\_

## Appendix C – Screening Disclosure Form

**NAME:**

\_\_\_\_\_  
First Middle Last

**OTHER NAMES YOU HAVE USED:** \_\_\_\_\_

**CURRENT PERMANENT ADDRESS:**

\_\_\_\_\_  
Street City Province Postal

**DATE OF BIRTH:** \_\_\_\_\_ **GENDER IDENTITY:** \_\_\_\_\_  
Month/Day/Year

**CLUB (if applicable):** \_\_\_\_\_ **EMAIL:** \_\_\_\_\_

*Note: Failure to disclose truthful information below may be considered an intentional omission and the loss of volunteer responsibilities or other privileges*

- 1. Have you been convicted of a crime? If so, please complete the following information for each conviction. Attach additional pages as necessary. (IMPORTANT: this section is not to be completed by anyone under the age of 18)**

Name or Type of Offense: \_\_\_\_\_

Name and Jurisdiction of Court/Tribunal: \_\_\_\_\_

Year Convicted: \_\_\_\_\_

Penalty or Punishment Imposed: \_\_\_\_\_

Further Explanation: \_\_\_\_\_

- 2. Have you ever been disciplined or sanctioned by a sport governing body or by an independent body (e.g., private tribunal, government agency, etc.) or dismissed from a coaching or volunteer position? If so, please complete the following information for each disciplinary action or sanction. Attach additional pages as necessary.**

Name of disciplining or sanctioning body: \_\_\_\_\_

Date of discipline, sanction or dismissal: \_\_\_\_\_

Reasons for discipline, sanction or dismissal: \_\_\_\_\_

Penalty or Punishment Imposed: \_\_\_\_\_

Further Explanation: \_\_\_\_\_

**3. Are criminal charges or any other sanctions, including those from a sport body, private tribunal or government agency, currently pending or threatened against you? If so, please complete the following information for each pending charge or sanction. Attach additional pages as necessary.**

Name or Type of Offense: \_\_\_\_\_

Name and Jurisdiction of Court/Tribunal: \_\_\_\_\_

Name of disciplining or sanctioning body: \_\_\_\_\_

Further Explanation: \_\_\_\_\_

### **PRIVACY STATEMENT**

By completing and submitting this Screening Disclosure Form, I consent and authorize Kawartha Nordic to collect, use and disclose my personal information, including all information provided on the Screening Disclosure Form as well as my Enhanced Police Information Check and/or Vulnerable Sector Check (when permitted by law) for the purposes of screening, implementation of the *Screening Policy*, administering membership services, and communicating with National Sport Organizations, Provincial/Territorial Sport Organizations, Clubs, and other organizations involved in the governance of sport. Kawartha Nordic does not distribute personal information for commercial purposes.

### **CERTIFICATION**

I hereby certify that the information contained in this Screening Disclosure Form is accurate, correct, truthful and complete.

I further certify that I will immediately inform Kawartha Nordic of any changes in circumstances that would alter my original responses to this Screening Disclosure Form. Failure to do so may result in the withdrawal of volunteer responsibilities or other privileges and/or disciplinary action.

**NAME (print):** \_\_\_\_\_

**DATE:** \_\_\_\_\_

**SIGNATURE:** \_\_\_\_\_

## Appendix D – Screening Renewal Form

**NAME:**

\_\_\_\_\_  
First

\_\_\_\_\_  
Middle

\_\_\_\_\_  
Last

**CURRENT PERMANENT ADDRESS:**

\_\_\_\_\_  
Street

\_\_\_\_\_  
City

\_\_\_\_\_  
Province

\_\_\_\_\_  
Postal

**DATE OF BIRTH:** \_\_\_\_\_  
Month/Day/Year

**GENDER IDENTITY:** \_\_\_\_\_

**EMAIL:** \_\_\_\_\_

**PHONE:** \_\_\_\_\_

By signing this document below, I certify that there have been no changes to my criminal record since I last submitted a Police Record Check and/or Vulnerable Sector Check and/or Screening Disclosure Form and/or Driver's Abstract ("Personal Document") to Kawartha Nordic. I further certify that there are no outstanding charges and warrants, judicial orders, peace bonds, probation or prohibition orders, or applicable non-conviction information, and there have been no absolute and conditional discharges.

I agree that any Personal Document that I would obtain or submit on the date indicated below would be no different than the last Personal Document that I submitted to Kawartha Nordic. I understand that if there have been any changes, or if I suspect that there have been any changes, it is my responsibility to obtain and submit a new Personal Document to the organization's Screening Committee instead of this form.

**I recognize that if there have been changes to the results available from any Personal Document and if I submit this form improperly, then I am subject to disciplinary action and/or the removal of volunteer responsibilities or other privileges at the discretion of the Screening Committee.**

**NAME (print):** \_\_\_\_\_

**DATE:** \_\_\_\_\_

**SIGNATURE:** \_\_\_\_\_

## Appendix E – Volunteer Orientation and Training Acknowledgement Form

1. I have the following role(s) with Kawartha Nordic (circle as many as apply):

Parent / Guardian

Coach

Director / Volunteer

Athlete

Official

Committee Member

2. As an individual affiliated with Kawartha Nordic, I acknowledge I have received completed the following orientation and training:

Name of Training or Orientation: \_\_\_\_\_

Instructor: \_\_\_\_\_ Date Completed: \_\_\_\_\_

Name of Training or Orientation: \_\_\_\_\_

Instructor: \_\_\_\_\_ Date Completed: \_\_\_\_\_

Name of Training or Orientation: \_\_\_\_\_

Instructor: \_\_\_\_\_ Date Completed: \_\_\_\_\_

\_\_\_\_\_  
Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

## Appendix F – Request for Vulnerable Sector Check

*Note: This letter may be modified to adhere to any requirements from the VSC provider*

### INTRODUCTION

Kawartha Nordic is requesting a Vulnerable Sector Check for [insert individual's full name] who identifies as a [insert gender identity] and who was born on [insert birthdate].

### DESCRIPTION OF ORGANIZATION

Kawartha Nordic is a not-for-profit organization based in Peterborough ON that offers programs for children, youth, students and adults interested in cross-country skiing and ski racing.

### DESCRIPTION OF ROLE

[insert individual's name] will be acting as a [insert individual's role]. In this role, the individual will have access to vulnerable individuals.

[Insert additional information re: type and number of vulnerable individuals, frequency of access, etc.]

### CONTACT INFORMATION

If more information is required from Kawartha Nordic, please contact the Screening Committee Chair:

[Insert information for Screening Committee Chair]

Signed: \_\_\_\_\_ Date: \_\_\_\_\_