



RESPONSIBLE COACHING POLICY

Purpose:

The purpose of Strength in Me's Responsible Coaching Policy is to ensure the safety, well-being, and positive development of all program participants. This policy aims to establish clear guidelines and expectations for coaches, staff, volunteers, and participants to foster a safe and inclusive environment.

Key Components of our Responsible Coaching Policy include:

1. Code of Conduct
2. Screening and Training
3. Safety Protocols
4. Child Protection
5. Communication
6. Inclusion and Diversity
7. Conflict Resolution
8. Continuous Improvement

Strength in Me's Code of Conduct sets the guidelines and expectations on behavior and ethical standards for coaches, staff, volunteers, and participants.

The Code of Conduct outlines Strength in Me's behavioral expectations and ethical standards for all individuals including employees, volunteers, coaches, and participants.

Coaches at Strength in Me must hold:

- valid certifications in coaching from the Provincial Sports Organization (Boxing Ontario),
- a valid First Aid and CPR certifications,
- undergo Vulnerable Sector Screening,
- maintain insurance for coaching activities, and
- demonstrate knowledge of Boxing Ontario's rules and regulations.

Responsible Coaching at Strength in Me involves prioritizing participant well-being and safety through various measures, the expectations of our coaching staff are to:

- properly assess and address of health risks,
- provide adequate supervision and instruction during activities,
- ensure equipment is in good condition and properly fitted,
- implement warm-up and cool-down routines,
- promote respect and sportsmanship,
- follow health and safety regulations, and emergency action plans.

All Sports Leaders involved in the direct delivery of our programs are required to complete four Respect in Sports modules:

- Respect in Sport Youth Activity Leader
- Keeping Girls in Sports
- Supporting Positive Behaviors
- Welcoming All Abilities

Strength in Me's coaching staff must maintain current training and procedural guidelines for various aspects, including but not limited to injury prevention, emergency response procedures, and equipment safety. This involves detailed practice planning and compliance with updated Health and Safety Plans that encompass Fire Safety and Evacuation, Concussion Prevention and Management Protocols, and Emergency Action Plans.

The processes and procedures at Strength in Me are aligned with best practices and legal requirements to support the success of our coaches in creating a safe environment for participants. These measures include implementing Communication Plan, Complaints Policy, Anti-discrimination and Harassment Prevention Policy, Diversity, Equity, and Inclusion Policy, and Incident Management Framework. It is Strength in Me's expectation that all coaches adhere to and stay current with all processes and procedures within our organization.