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Biathlon Alberta

Athlete Protection Policy

July, 2025

C. BIATHLON ALBERTA – ATHLETE PROTECTION POLICY

PURPOSE

1. This *Athlete Protection Policy* describes how Persons in Authority shall maintain a safe sport environment for all Athletes.

Interactions between Persons in Authority and Athletes – the 'Rule of Two'

2. For interactions between Persons and Authority and Athletes, Biathlon Alberta strongly recommends the 'Rule of Two' for all Persons in Authority who interact with athletes. The 'Rule of Two' is a directive that says that an athlete must never be alone one-on-one with an unrelated Person in Authority.
3. Biathlon Alberta recognizes that fully implementing the 'Rule of Two' may not always be possible. Consequently, at a minimum, interactions between Persons in Authority and Athletes must respect the following:
    a) The training environment should be open and transparent so that all interactions between Persons in Authority and Athletes are observable;
    b) Private or one-on-one situations must be avoided unless they are open and observable by another adult or Athlete;
    c) Persons in Authority shall not invite or have an unrelated Vulnerable Participant (or Vulnerable Participants) in their home without the written permission and contemporaneous knowledge of the Vulnerable Participant's parent or guardian; and
    d) Vulnerable Participants must not be in any situation where they are alone with an unrelated Person in Authority without another screened adult or Athlete present unless prior written permission is obtained from the Vulnerable Participant's parent or guardian.

Practices and Competitions

4. For practices and competitions, Biathlon Alberta recommends:
    a) A Person in Authority should never be alone with a Vulnerable Participant prior to or following a competition or practice unless the Person in Authority is the Vulnerable Participant's parent or guardian.
    b) If the Vulnerable Participant is the first Athlete to arrive, the Athlete's parent should remain until another Athlete or Person in Authority arrives.

c) If a Vulnerable Participant would potentially be alone with a Person in Authority following a competition or practice, the Person in Authority should ask another Person in Authority (or a parent or guardian of another Athlete) to stay until all of the Athletes have been picked up. If an adult is unavailable, another Athlete, who is preferably not a Vulnerable Participant, should be present in order to avoid the Person in Authority being alone with a Vulnerable Participant.

d) Persons in Authority giving instructions, demonstrating skills, or facilitating drills or lessons to an individual Athlete should always do so within earshot and eyesight of another Person in Authority.

e) Persons in Authority and Athletes should take steps to achieve transparency and accountability in their interactions. For example, a Person in Authority and an Athlete who knows they will be away from other Participants for a lengthy period of time must inform another Person in Authority where they are going and when they are expected to return. Persons in Authority should always be reachable by phone or text message.

Communications

5. For communication between Persons in Authority and Athletes, Biathlon Alberta recommends:

   a) Group messages, group emails or team pages are to be used as the regular method of communication between Persons in Authority and Athletes;

   b) Persons in Authority may only send texts, direct messages on social media or emails to individual Athletes when necessary and only for communicating information related to team issues and activities (e.g., non-personal information). Any such texts, messages or emails shall be professional in tone;

   c) Electronic communication between Persons in Authority and Athletes that is personal in nature should be avoided. If such communication occurs, it must be recorded and available for review by another Person in Authority and/or by the Athlete's parent/guardian (when the Athlete is a Vulnerable Participant);

   d) Parents/guardians may request that their child not be contacted by a Person in Authority using any form of electronic communication and/or may request that certain information about their child not be distributed in any form of electronic communications;

   e) All communication between a Person in Authority and Athletes must be between the

hours of 6:00 am and midnight unless extenuating circumstances justify otherwise;

f) Communication concerning drugs or alcohol use (unless regarding its prohibition) is not permitted;

g) No sexually explicit language or imagery or sexually-oriented conversation may be communicated in any medium; and

h) Persons in Authority are not permitted to ask Athletes to keep a secret for them.

Travel

6. For travel involving Persons in Authority and Athletes, Biathlon Alberta recommends:

   a) Teams or groups of Athlete shall always have at least two Persons in Authority with them;

   b) For mixed gender teams or groups of Athletes, there should be one Person in Authority from each gender;

   c) Screened parents or other volunteers will be available in situations when two Persons in Authority cannot be present;

   d) No Person in Authority may drive a vehicle alone with an Athlete unless the Person in Authority is the Athlete's parent or guardian;

   e) A Person in Authority may not share a room or be alone in a hotel room with an Athlete unless the Person in Authority is the Athlete's parent/guardian or spouse;

   f) Room or bed checks during overnight stays must be done by two Persons in Authority; and

   g) For overnight travel when Athletes must share a hotel room, roommates will be age-appropriate (e.g., within two years of age of one another) and of the same gender identity.

Locker Rooms / Changing Areas

7. For locker rooms, changing areas and other closed meeting spaces, Biathlon Alberta recommends:

   a) Interactions between Persons in Authority and Athletes should not occur in any room where there is a reasonable expectation of privacy such as a locker room, washroom or changing area. A second adult should be present for any necessary interaction between an adult and an Athlete in any such room;

b) If Persons in Authority are not present in the locker room or changing area, or if they are not permitted to be present, they should still be available outside the locker room or changing area and be able to enter the room or area if required, for reasons including but not limited to team communications and/or emergencies.

Photography / Video

8. For all photography and video of an Athlete, Biathlon Alberta recommends:

   a) Photographs and video may only be taken in public view, must observe generally accepted standards of decency, and be both appropriate for and in the best interest of the Athlete.

   b) The use of recording devices of any kind in rooms where there is a reasonable expectation of privacy is strictly prohibited.

   c) Examples of photos that shall be edited or deleted include:

      i. Images with misplaced apparel or where undergarments are showing;

      ii. Suggestive or provocative poses; or

      iii. Embarrassing images.

   d) If any photographs or videos will be used on any form of public media, an Image Consent Form (**Appendix A**) must be completed before any images are taken and used.

Physical Contact

9. Some physical contact between Persons in Authority and Athletes may be necessary for various reasons including, but not limited to, teaching a skill or tending to an injury. For physical contact, Biathlon Alberta recommends:

   a) Unless it is otherwise impossible because of serious injury or other justifiable circumstances, a Person in Authority must always clarify with an Athlete where and why any physical contact will occur prior to the contact occurring. The Person in Authority must make clear that they are requesting to touch the Athlete and not requiring physical contact.

   b) Infrequent, non-intentional physical contact during a training session is permitted.

   c) Hugs lasting longer than five seconds, cuddling, physical horseplay, and physical

contact initiated by the Person in Authority is not permitted. It is recognized that some Athletes may initiate hugging or other physical contact with a Person in Authority for various reasons (e.g., such as celebrating or crying after a poor performance), but this physical contact should always be limited to circumstances where the Person in Authority believes it is in the best interest of the Athlete and when it occurs in an open and observable environment.

Enforcement

10. Any alleged violations of this *Athlete Protection Policy* shall be addressed pursuant to Biathlon Alberta's *Discipline and Complaints Policy*.

Policy History	
Approved	**October 2025**
Next Review Date	**October 2027**

Appendix A – Image Consent Form

Name of Participant (print): _____

1. I hereby grant to Biathlon Alberta (the "Organization") on a worldwide basis, the permission to photograph and/or record the Participant's image and/or voice on still or motion picture film and/or audio tape (collectively the "Images"), and to use the Images to promote the sport and/or the Organization through traditional media such as newsletters, websites, television, film, radio, print and/or display form, and through social media such as Instagram, Facebook, YouTube, and Twitter. I understand that I waive any claim to remuneration for use of audio/visual materials used for these purposes. This consent will remain in effect in perpetuity.

2. I hereby fully release, discharge, and agree to save harmless the Organization, for any and all claims, demands, actions, damages, losses or costs that might arise out of the collection, use or disclosure of the Images or taking, publication, distortion of the Images, negatives, and masters or any other likeness or representation of the Participant that may occur or be produced in the taking of said Images or in any subsequent processing thereof, including without limitation any claims for libel, passing off, misappropriate of personality or invasion of privacy.

3. **I UNDERSTAND AND AGREE**, that I have read and understood the terms and conditions of this document. On behalf of me, my heirs and assigns, I agree that I am signing this document voluntarily and to abide by such terms and conditions.

Signature of Participant: _____

OR, if the Participant is younger than the age of majority

Signature of Parent/Guardian: _____

Date: _____