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Biathlon Alberta

Safe Sport Policy

February, 2026

B. BIATHLON ALBERTA – SAFE SPORT POLICY

Statement on Safe Sport

Biathlon Alberta has a fundamental obligation and responsibility to protect the health, safety and physical and mental well-being of every individual that is involved with the Biathlon Alberta community.

Biathlon Alberta takes any situation involving misconduct, Prohibited Behaviour or Maltreatment very seriously. For this reason, Biathlon Alberta is committed to enacting and enforcing strong, clear, and effective policies and processes for preventing and addressing all forms of misconduct, Prohibited Behaviour, or Maltreatment.

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, and they are also intended to prevent issues from arising in the first place by communicating expected standards of behaviour.

Should any individuals involved with Biathlon Alberta, including but not limited to Athletes, coaches, officials, volunteers, and parents/guardians of Athletes, wish to report any instance of misconduct, Prohibited Behaviour or Maltreatment, they may do so in accordance with the Alberta Safe Sport Complaint Mechanism (ABSSCM)

The ABSSCM has replaced the Canadian Safe Sport Program. Biathlon Alberta abides by the Alberta Universal Code of Conduct (AB UCC) to guide the organization, our members, and our organizational participants in ensuring the safety and well-being of those associated with the sport.

Definitions

1. Terms in this Policy are defined as follows:

a) **AB UCC –** Alberta Universal Code of Conduct, is the core document that sets harmonized rules to be adopted by organizations that utilize the Alberta Safe Sport Complaint Mechanism ("ABSSCM"). The Alberta sport sector is committed to a lawful, respectful, and safe sport environment whereby individuals participating in sport in Alberta expect an experience free from maltreatment.

b) ***ABSSCM –*** Alberta Safe Sport Complaint Mechanism, functionally independent division of the Alberta Sport Leadership Association, responsible for administering the AB UCC through the creation of a fair, transparent, and efficient resolution of Reports by prioritizing the use of independent reporting processes. The ABSSCM seeks to create a respectful and constructive environment for all Participants, ensuring that complaints and disputes are addressed in a timely manner that upholds the principles of natural justice and procedural fairness.

c) Athlete – An individual who is subject to the policies of Biathlon Alberta and the ABSSCM, and who may also be subject to the policies of Biathlon Canada.

d) Minor – As defined in the ABSSCM.

e) Participant – Any individual who, because of membership, registration, participation, appointment, employment, or contract with Biathlon Alberta, or through direct engagement in Activities of Biathlon Alberta, is subject to the ABSSCM and this Policy (including, but not limited to, athletes, coaches, instructors, officials, volunteers, administrators, committee members, medical staff, parents or guardians, and directors).

f) Vulnerable Participants – As defined in the AB UCC.

Purpose

2. This Policy describes how Biathlon Alberta aims to provide a safe sport environment.

Commitment to True Sport Principles

3. Biathlon Alberta commits to the True Sport Principles which are:

a) **Go for It** – Rise to the challenge – always strive for excellence. Discover how good you can be.

b) **Play Fair** – Play honestly – obey both the letter and spirit of the rules. Winning is only meaningful when competition is fair.
c) **Respect Others** – Show respect for everyone involved in creating your sporting experience, both on and off the field. Win with dignity and lose with grace.
d) **Keep it Fun** – Find the joy of sport. Keep a positive attitude both on and off the field.
e) **Stay Healthy** – Place physical and mental health above all other considerations – avoid unsafe activities. Respect your body and keep in shape.
f) **Include Everyone** – Share sport with others. Ensure everyone has a place to play.
g) **Give Back** – Find ways to show your appreciation for the community that supports your sport and helps make it possible.

Commitment to a Sport Environment Free from Prohibited Behaviour and Maltreatment

4. Biathlon Alberta makes the following commitments to a sport environment free from Prohibited Behaviour and Maltreatment:

a) All Participants in sport can expect to play, practice and compete, work, and interact in an environment free from Prohibited Behaviour and Maltreatment.
b) Addressing the causes and consequences of Prohibited Behaviour and Maltreatment is a collective responsibility and requires the deliberate efforts of all Participants, sport stakeholders, sport club administrators and organization leaders.
c) Participants in positions of trust and authority have the general responsibility to protect the health and well-being of all other Participants.
d) Adult Participants have a specific ethical and statutory duty and the additional responsibility to respond to incidents of Prohibited Behaviour or Maltreatment involving Minors and other Vulnerable Participants.
e) All Participants recognize that Prohibited Behaviour and Maltreatment can occur regardless of age, sex, sexual orientation, gender identity or expression, race, ethnicity, Indigenous status, or level of physical and intellectual disability and their intersections. Moreover, it is recognized that those from traditionally marginalized groups have increased vulnerability to experiences of Prohibited Behaviour and Maltreatment.

f) All Participants recognize that individuals who have experienced Prohibited Behaviour or Maltreatment may experience a range of effects that may emerge at different time points and that can profoundly affect their lives.

g) All adults working with children and youth have a duty to prevent or mitigate opportunities for misconduct.

h) In recognition of the historic vulnerability to discrimination and violence amongst some groups, and that continues to persist today. Participants in positions of trust and authority have a duty to incorporate strategies to recognize systemic bias, unconscious bias, and to respond quickly and effectively to discriminatory practices.

Pledge

5. The stakeholders, members, and leaders of Biathlon Alberta are expected to live by the True Sport Principles and Biathlon Alberta pledges to embed the True Sport Principles in its governance and operations in the following ways:

a) Conduct Standards – Biathlon Alberta will adopt comprehensive conduct standards that are expected to be followed by Participants

b) Athlete Protection – Biathlon Alberta will provide coaches and other stakeholders with general and sport-specific athlete protection guidelines

c) Dispute Resolution and Investigations – Biathlon Alberta will have dispute resolution processes that are confidential and procedurally fair and that require independent investigation for certain alleged violations of the conduct standards

d) Strategy – Biathlon Alberta will have strategic plans that reflect the organization's mission, vision, and values

e) Governance – Biathlon Alberta will have diverse sport leaders and will adhere to principles of good governance

f) Risk Management – Biathlon Alberta will intentionally manage risks to their operations and events

Conduct Standards

6. Biathlon Alberta has adopted a Code of Conduct and Ethics that describes standards of conduct and behaviour for all Participants. General standards of conduct apply to all

Participants and specific standards are described for positions within the organization. The Code of Conduct and Ethics will have specific stakeholder sections, including but not limited, to:

a) Athletes
b) Coaches
c) Officials
d) Directors and Committee Members
e) Parents and Spectators

7. The safe sport policies will incorporate the terms set out in the AB UCC or otherwise contain detailed definitions of key terms, including:

a) Maltreatment
b) Prohibited Behaviour
c) Harassment
d) Abuse
e) Discrimination
f) Workplace Harassment
g) Workplace Violence

Additional key terms may be adopted or incorporated by reference in the Code of Conduct and Ethics by Biathlon Alberta.

Anti-Doping

8. The Code of Conduct and Ethics will indicate that Biathlon Alberta adopts and adheres to the Canadian Anti-Doping Program.

Social Media

9. Biathlon Alberta has adopted a Social Media Policy that describes standards of conduct that is expected on social media by Participants. The Social Media Policy indicates specific conduct standards and risks that are common and/or exclusive to social media.

10. The Social Media Policy highlights the importance of responsible coach-Athlete interaction on social media and provides examples of violations of conduct standards.

Athlete Protection

Screening

11. Biathlon Alberta has adopted a comprehensive Screening Policy that requires some Participants to pass a screening process before being permitted to interact with Athletes. The *Screening Policy* will:

a) Categorize positions in the organization as 'Low Risk', 'Medium Risk', and 'High Risk' and require progressive screening measures for individuals serving in each category of risk
b) Describe how frequently some Participants must obtain a criminal record check and which type of check(s) they must obtain
c) Describe how frequently some Participants must submit Screening Disclosure Forms and Screening Renewal Forms
d) Empower a Screening Committee to prohibit Participants who do not pass screening from participating in certain positions
e) Empower a Screening Committee to attach conditions to a Participant's participation in certain positions

12. Biathlon Alberta has developed an *Athlete Protection Policy* that can be used by coaches, managers, medical personnel, and other Persons in Authority. Biathlon Alberta may provide training on the policy and take steps to ensure the policy is being implemented. Biathlon Alberta will conduct a regular review of the policy to add and/or modify new content as appropriate.

Resources

13. Biathlon Alberta will regularly provide information to Participants about resources and training related to athlete protection. Resources and training opportunities can include:

a) NCCP modules
b) Respect in Sport
c) Commit to Kids

Athlete Engagement

14. Biathlon Alberta will engage with Athletes to determine the level of success of their athlete protection measures as well as to identify any gaps or Athlete concerns. This engagement may take the form of:

a) Anonymous athlete surveys
b) Athlete involvement in organizational decision-making

Dispute Resolution

15. Biathlon Alberta has and will maintain a comprehensive suite of dispute resolution policies that will include:

a) ABSSCM
b) Discipline and Complaints Policy
c) Dispute Resolution and Appeal Policy
d) Event Discipline Procedure

16. Taken together, the suite of dispute resolution policies will include the following features:

a) An independent individual to whom complaints can be submitted
b) Access to a straightforward mechanism to submit complaints to an independent third party through the ABSSCM.
c) Sanctions for violations of conduct standards
d) Mechanism for provisional suspension of individuals pending the conclusion of the process
e) Non-biased and experienced case managers, decision-makers and/or investigators
f) Protection from reprisal for submitting complaints
g) Independence of appeal procedures, when appeals are permitted
h) Opportunity for alternative dispute resolution
i) Investigations of complaints as circumstances merit
j) In-event discipline procedures (when an event does not have its own disciplinary procedures)

Obligations – Reporting and Third Party Case Management

17. The policies of Biathlon Alberta include requirements that all complaints that involve or may involve potential Maltreatment must be reported to the ABSSCM, so that the proper jurisdiction can be assessed and referred to by an independent third party system (such as government entities, local police services, and/or child protection agencies when required by the circumstances.

18. The policies of Biathlon Alberta stipulate that in the event a complaint is made to Biathlon Alberta, which ought to be made through the ABSSCM, it is the responsibility of Biathlon Alberta to ensure the complaint is reported to the ABSSCM.

Records

20. Biathlon Alberta will retain records of decisions that have been made pursuant to the organization's policies. These records may be shared with other individuals or organizations, including but not limited to, national sport organizations, provincial/territorial sport organizations, multi-sport organizations, and government entities.

Governance and Operations

21. Biathlon Alberta will have a comprehensive plan in which athlete protection and safe sport are top priorities for the organization.

22. Biathlon Alberta has adopted a Risk Management Policy that describes how the organization will address risks ranging from 'Unlikely' to 'Almost Certain' and from 'Minor' to 'Catastrophic'. Biathlon Alberta will contemplate risk management strategies that retain, reduce, transfer, and/or avoid the risk. Risks can occur in the following areas:

a) Operational/Program
b) Compliance
c) Communication
d) External
e) Governance
f) Financial

g) Health and Safety

23. Biathlon Alberta will pursue a governance structure and organizational culture that reflects the diversity of the athletes and stakeholders within the sport, that adheres to all applicable federal and/or provincial/territorial legislation, and that moves toward a national alignment strategy for the sport in Canada.

24. Biathlon Alberta will continually monitor and evaluate their policies, practices, and procedures.

Privacy

25. The collection, use and disclosure of any personal information pursuant to this Policy is subject to Biathlon Alberta's Privacy Policy.

Policy History	
Approved	February 2026
Next Review Date	February 2028