



Recognition and Prevention of Abuse Policy

The Royal Canadian Golf Association, operating as Golf Canada (“Golf Canada”), is part of the sporting community in our country that is committed to seeking better ways to keep our youth safe. Protecting participants from all forms of abuse and neglect, whether emotional, physical or sexual, is an important element of safety. Golf Canada considers any form of abuse or neglect to be unacceptable and will do all it can to prevent this intolerable social problem. Golf Canada is committed to the highest possible standards of care for its participants. Some behaviours, which are defined as abuse when directed towards a child or youth, may constitute harassment or violence when directed towards a peer or when perpetrated between adults. The Golf Canada Recognition and Prevention of Harassment and Violence Policy covers such behaviours. Together, the two policies address the entire spectrum of abusive and harassing/violent behaviours.

PURPOSE AND SCOPE:

It is the policy of Golf Canada that there shall be no physical, emotional or sexual abuse and no physical or emotional neglect of any participant in any of its programs. Golf Canada expects every parent, volunteer, governor, director, partner and staff member to take all reasonable steps to safeguard the welfare of its participants and protect them from any form of maltreatment.

Each Provincial Golf Association is strongly encouraged to adopt a similar policy and to adapt it to provincial, regional or local requirements as appropriate.

DEFINITIONS AND CLARIFICATIONS:

Abuse:

Child abuse is any form of physical, emotional and/or sexual mistreatment or lack of care, which may cause physical injury or emotional damage to a child. A common characteristic of all forms of abuse against children and youth is an abuse of power or authority and/or breach of trust. Across Canada a person is considered a child up to the age of 16 to 19 years depending on provincial legislation.

Emotional abuse is an attack on a child's self-esteem; it is psychologically destructive behaviour by a person in a position of power, authority or trust. It can take the form of name-calling, threatening, ridiculing, berating, intimidating, isolating, hazing or ignoring the child's needs.

Physical abuse is when a person in a position of power or trust purposefully injures or threatens to injure a child or youth. This may take the form of slapping, hitting, shaking, kicking, pulling hair or ears, throwing, shoving, grabbing, hazing or excessive exercise as a form of punishment.

Neglect is chronic inattention to the basic necessities of life such as clothing, shelter, nutritious diets, education, good hygiene, supervision, medical and dental care, adequate rest, safe environment, moral guidance and discipline, exercise and fresh air. This may occur in golf when injuries are not adequately treated or players are made to play with injuries, equipment is inadequate or unsafe; no one intervenes when team members are persistently harassing another player, or road trips are not properly supervised.

Sexual abuse is when a young person is used by an older child, adolescent or adult for his or her own sexual stimulation or gratification. There are two categories, contact and non- contact.

Harassment and Abuse- Differences and Similarities:

	Abuse	Harassment
Types	Emotional, physical, sexual, lack of care	Emotional, physical, sexual; may be motivated by racial or other forms of prejudice
Victim	Any person under age of majority as determined by Provincial and Territorial Child Protection Acts; may be male or female	Person of any age; may be male or female
Offender	Any person who has power or authority over victim and/or breaches trust; may be male or female	May be peer or person with power or authority over adult victim; may be male or female
Investigation	External to organization; referred to welfare or police	Most often internal unless referred to police in cases of suspected physical or sexual assault or criminal harassment (stalking)

Follow-up actions	Determined by Provincial and Territorial Child Protection Acts and Criminal Code; civil suits may also occur	Determined by organization's harassment policies, Criminal Code, labour tribunals, civil action and/or Provincial Human Rights Tribunals; may be used concurrently or alone
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Philosophy	The victim is not to blame; offenders are responsible for their behaviour	The victim is not to blame; offenders are responsible for their behaviour
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RESPONSIBILITY AND PROCEDURE:

Abuse and neglect are community problems requiring urgent attention. Golf Canada is committed to prevent the abuse and neglect of participants. Golf Canada realizes that persons working closely with children and youth have a special awareness of abusive situations. Therefore, these people have a particular reporting responsibility to ensure the safety of Canada's young, by knowing their provincial protection acts and following through as required.

Every province and territory in Canada, except the Yukon, has mandatory reporting laws regarding the abuse and neglect of children and youth; the Yukon requests that concerns be reported. Golf Canada personnel (part-time, full-time, Golf Canada partners, parents, guardians, volunteers and governors) who, have reasonable grounds to suspect that a participant is or may be suffering or may have suffered from emotional, physical abuse and neglect and/or sexual abuse shall immediately report the suspicion and the information on which it is based to the local child protection agency and/or the local police detachment. Across Canada a person is considered a child up to the age of 16 to 19 years depending on provincial legislation.

FAILURE TO COMPLY:

Those involved with Golf Canada in providing golf opportunities for participants understand and agree that abuse or neglect, as defined above, may be the subject of a criminal investigation and/or disciplinary procedures. Failure to report an offence and thereby, failure to provide safety for participants may render the adult who keeps silent legally liable for conviction under the provincial child protection acts.

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My signature acknowledges that I have read the Harassment and Violence Policy in its entirety. I acknowledge my understanding of the policies and procedures. I agree to abide by the policies and procedures while representing the Golf Canada's affairs.

(Signature of Employee)

(Employee's Name-Printed)

(Date)

Please return signed copy to Human Resources.