



Statement on Safe Sport

Canadian Water Polo Association Inc. (“WPC”) has a fundamental obligation and responsibility to protect the health, safety and physical and mental well-being of every individual that is involved in the water polo community.

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

WPC’s 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. They are also intended to prevent issues from arising in the first place by communicating expected standards of behaviour.

To this end, WPC has adopted the Universal Code of Conduct to Prevent and Address Maltreatment in Sport as part of its conduct standard.

Should any Registrant wish to report an incident or concern about misconduct or Prohibited Behaviour by anyone associated with WPC, including, but not limited to, Athletes, participants, coaches, officials, volunteers, and parents/guardians of Athletes, they may do so directly through the identified pathway identified below or through the applicable channels as established by statute.

WPC makes the following commitments to sport environment free from misconduct and Prohibited Behaviour:

- a) All participants in sport can expect to play, practice, and compete, work, and interact in an environment free from misconduct and Prohibited Behaviour.
- b) Addressing the causes and consequences of misconduct and Prohibited Behaviour is a collective responsibility and requires the deliberate efforts of all Registrants, broader sport community, sport club administrators and organization leaders.
- c) Registrants in positions of trust and authority have the general responsibility to protect the health and well-being of all other Registrants.
- d) Adult participants have a specific ethical and statutory duty and the additional responsibility to respond to incidents of misconduct and Prohibited Behaviour involving Minors and other Vulnerable Registrants.
- e) All Registrants recognize that misconduct and Prohibited Behaviour 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 misconduct and Prohibited Behaviour.

- f) All Registrants recognize that individuals who have experienced misconduct and Prohibited Behaviour 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 Minors and other Vulnerable Registrant have a duty to prevent or mitigate opportunities for misconduct and Prohibited Behaviour.
- h) Individuals affiliated with WPC may be required to complete appropriate mandatory training on preventing and addressing Harassment and abuse.
- i) In recognition of the historic vulnerability to discrimination and violence amongst some groups, which persists today, Registrants 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.