



**Swim Natation Manitoba (SNM)
Respect in Sport™ Policy**

Introduction

1. ***Sport Manitoba requires that all coaches in Manitoba complete the Respect in Sport Program.***
2. SNM is committed to creating a sport environment in which all individuals are treated with respect and dignity. Coaches have a responsibility to create a sporting environment that is free of harassment and abuse

Purpose of the Policy:

1. SNM requires that all coaches participating in swimming have completed the online Respect in Sport program and maintain certified status.
2. This policy will be in addition to any training or certification that Swimming Canada requires as part of its coach membership and registration policies and procedures.

Scope and Application:

1. This policy applies to SNM staff, all coaches registered with SNM and all coaches registered with Masters Swim Manitoba.
2. SNM is responsible for setting out the communication and timing of course completion and any recertification that may be needed from time to time.

Enforcement:

1. Any coach not having completed the program within 60 days of becoming a registered coach with SNM or Masters Swim Manitoba or who does not maintain certified status in the timeframe established by SNM may have his or her coaching registration suspended until such time that the course is completed.
2. Sustained non-compliance with this policy may result in additional discipline as determined by the Board of Directors in accordance with SNM policy and bylaws.

Review and Approval:

This policy was amended and approved by the Board of Directors on **February 10, 2014**, and will be reviewed by the Governance Committee as required.