



SNM RESPECT IN SPORT POLICY

Type: Governance

Policy Number: 2

Authority: Board of Directors

Date Approved: March 2025
Date Revised:

1.1 Purpose of the Policy

1.1.1 SNM is committed to creating a sport environment in which all individuals are treated with respect and dignity. All persons involved in the sport of competitive swimming, whether as a Coach, Official, Athlete, Volunteer, Parent or Spectator, have a responsibility to create a sporting environment that is free of harassment and abuse.

1.1.2 All persons are responsible for maintaining and enhancing the dignity and self-esteem of other individuals by:

1.1.2.1 Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, socioeconomic status, gender identity, gender expression, sex, and sexual orientation.

1.1.2.2 Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, and employees.

1.1.2.3 Consistently demonstrating a spirit of sportspersonship, sport leadership,

and ethical conduct.

- 1.1.2.4 Acting, when appropriate, to correct or prevent unjustly discriminatory practices.
- 1.1.2.5 Consistently treating individuals fairly and reasonably.
- 1.1.2.6 Ensuring adherence to the rules of speed swimming and the spirit of those rules.

1.2 Scope and Application

- 1.2.1 The policy applies to all individuals under the jurisdiction of SNM. This includes, but is not limited to Coaches, Officials, Athletes, Volunteers, Parents/Guardians/Caregivers and Spectators.
- 1.2.2 The Respect in Sport Program (RIS) encourages positive sport behaviours. It is an accessible, on-line resource co-founded by former NHLer Sheldon Kennedy and the Canadian Red Cross in the prevention of bullying, abuse, harassment and discrimination (BAHD). The program's mission is to empower individuals to recognize the signs and eliminate BAHD from sports through a global culture of respect.
- 1.2.3 Sport Manitoba requires that all Coaches participating in SNM sanctioned events complete the RIS program. This accreditation must be renewed every five (5) years to maintain certification.
- 1.2.4 SNM requires that all Officials and Volunteers participating in SNM sanctioned events complete the RIS program. This accreditation must be renewed every five (5) years to maintain certification.

1.3 Enforcement

- 1.3.1 Any Coach, Referee, Official or Volunteer not completing or maintaining the RIS certification may be removed until such time that the RIS course is completed and/or renewed.
- 1.3.2 Non-compliance with this policy may result in further discipline as determined by the SNM Board of Directors.

1.4 Review and Approval

- 1.4.1 This policy was revised by the SNM Board of Directors in March 2025.
- 1.4.2 This Policy will be reviewed by the SNM Board of Directors on an annual basis.

Board Approval Date: March 2025

Renewed Date: April 2026