

1) In the last five years, what information or guidelines have you provided to your member clubs and organisations on the issue of sexual abuse and harassment? Please provide any copies.

In July 2018, EC took the Responsible Coaching Movement Pledge – an initiative created by the Coaching Association of Canada and the Canadian Centre for Ethics in Sport that is a call to action for sport organizations to protect the health and safety of athletes, both on and off the field of play.

EC [communicated this important step](#) in the organization's commitment to Respect in Sport to the equestrian community at large, and has also provided resources for recognizing and reporting harassment and abuse through EC's online Respect in Sport resources found at www.equestrian.ca/about/respect-in-sport.

EC is continuing to work on further initiatives and resources - and in anticipation of further clarification and details on federal regulations - will work proactively to put policies and resources in place to help protect the health and safety of the equestrian community.

2) Who is responsible for governing compliance of clubs and members at local levels?

As the national sport federation for equestrian in Canada, EC provides services, programs and resources to equestrians of all levels, from grassroots to high performance. EC also works closely with our 11 Provincial and Territorial Sport Organization (PTSO) partners, who administer a variety of EC programs and services, including levels within the EC Certified Coaching program. While EC does not directly register, certify or govern clubs or stables, some PTSOs do offer horse facility certification/accreditation programs.

3) If a player or member believes they have been a victim of sexual abuse or harassment what is the process for reporting?

Reporting is critical in creating and maintaining a safe environment for all equestrian participants. The process for reporting is detailed in the [EC Harassment Policy](#).

3a) Who oversees any investigations?

As per the [EC Harassment Policy](#), complaints of harassment are reported to the Chief Executive Officer, the President (or designate) or the Chair of the Risk Management and Ethics Committee.

If the President (or designate), is satisfied that this policy applies, then, within 14 days of having received the original notice of complaint the President (or designate) shall establish a Hearing Panel (the "Panel") and select the members of the Panel as follows:

- a) The Panel shall be comprised of either one or three individuals who shall have no significant relationship with the affected parties, shall have had no involvement with the complaint or the dispute, and shall be free from any other actual or perceived bias or conflict. The decision regarding the size of the Panel shall be in the sole discretion of the

President who must, in coming to his decision, ensure that the hearing process complies with the principles of natural justice and provides procedural fairness to all parties.

- b) If the Panel consists of three persons, the Panel's members shall select from themselves a Chairperson.

4) Do you require all coaches and volunteers to complete a background check? If so, which type of check is required (vulnerable sector check, a police information check or a criminal record check)?

All National Coaching Certification Program (NCCP) Certified EC Coaches and Instructors and International Group for Equestrian Qualifications (IGE) International Trainers Passport (ITP) holders originating in Canada are required to complete a Canadian criminal record check. To maintain their certification, Coaches and Instructors must complete a criminal record check every five (5) years (or more frequently, depending on province/municipality requirements).

If a Canadian citizen or resident has lived outside of Canada and wishes to obtain NCCP EC coaching certification or IGE ITP, a criminal record check will be completed in their country of residence.

At this time, members of the EC Board of Directors require a criminal record check. EC will be reviewing this requirement for all volunteers.

4a) Do you keep a record of the checks being completed?

Records (including criminal record checks) for NCCP EC Certified Coaches and Instructors are maintained within a database by EC and/or the relevant PTSO.

5) Do you have a public list of all coaches and volunteers that have been banned from your sport (that can include for reasons of internal and/or criminal complaints or investigations). If so, please provide a link.

EC publishes a Not in Good Standing list at www.equestrian.ca/programs-services/licences/not-in-good-standing.

Dispute Resolution decisions are published at www.equestrian.ca/programs-services/rules/dispute-resolution.