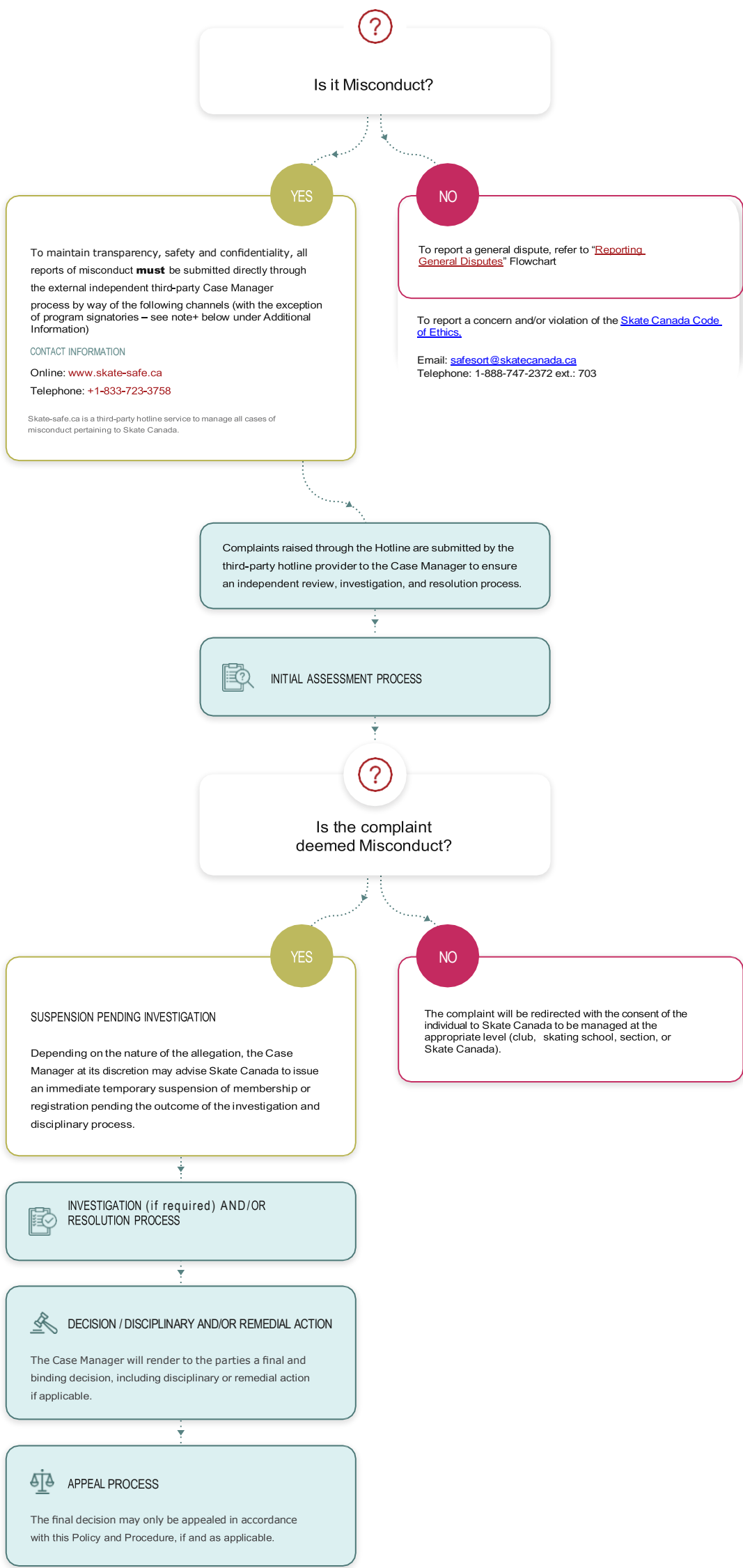




FLOWCHART (11/2024)

REPORTING MISCONDUCT

Misconduct means a volitional act, conduct, behaviour, and/or omission that results in or has the potential for physical or psychological harm, which for the purposes of the [Misconduct Reporting and Resolution Policy](#) includes without limitation (all as defined within the Policy) : prohibited behaviours (including **maltreatment (physical maltreatment, psychological maltreatment, sexual maltreatment, including sexual maltreatment of a minor, sexual harassment, and grooming), boundary transgressions, discrimination, subjecting an individual to the risk of maltreatment**, failure to report, aiding and abetting, intentionally filing a false allegation, interference with or manipulation of an investigation or disciplinary review process; and retaliation); abuse; abuse of authority, **bullying and/or abusive behaviour, harassment, and intimidation**.



ADDITIONAL INFORMATION

SKATE-SAFE.CA

Skate Canada has engaged the services of an independent third-party dealing at arm's length to the organization to provide the skating community with an expert and objective facilitation for the reporting of all Safe Sport complaints of misconduct at skate-safe.ca in support of Skate Canada's commitment to Canada's Safe Sport movement.

+NOTE: for program signatories only, reporting of prohibited behaviours including maltreatment is managed through the Office of the Sport Integrity Commissioner (OSIC) through Abuse-Free Reporting.

Online: [Abuse-Free Sport](https://sportintegritycommissioner.ca)
(<https://sportintegritycommissioner.ca>)

THE COMPLAINT SHOULD CONTAIN

The complaint of alleged, actual or suspected misconduct should contain as much information as possible about the misconduct situation forming the subject of the complaint, including but not limited to dates, times, and locations of the occurrence (s) of misconduct, names of any witnesses to the occurrence (s), and a detailed description of the offensive behaviour or misconduct.

CONFIDENTIALITY

The Skate-Safe complaint reporting, and management resolution process is confidential pursuant to the Policy and the Procedure.

Once a complaint of misconduct has been reported and until a decision is released, to protect the interests of all parties, no individual is permitted to disclose either the existence of a complaint or confidential information or records that form part of the investigation except as strictly required for the purposes of investigating, taking corrective action with respect to the complaint, or as otherwise compelled by law.

OBLIGATION TO REPORT

Everyone is encouraged to report any actual or suspected behaviour or action of misconduct in accordance with the Policy. It is important to note the following:

- An individual is not obligated to report an instance of misconduct to which they were personally subject.
- Where information regarding an individual's misconduct toward another adult individual is made known through an explicit confidential disclosure, the adult individual is not required to report the information received through that disclosure.

FAILURE TO REPORT

An adult individual who knowingly or ought to have known fails to report a known actual or suspected behaviour or action of misconduct pursuant to the Policy and the Procedure for reasons other than an explicit confidential disclosure may be subject to disciplinary action, at the sole discretion of Skate Canada.

ACTING IN GOOD FAITH

Anyone reporting a concern must be acting in good faith and have reasonable grounds for believing the information being reported is true and accurate. Any allegations that prove not to be substantiated and prove to have been malicious or intentionally false will be viewed as a serious offence, subject to disciplinary action.

RESOURCES

For full details on the process of Reporting of Misconduct please review the Misconduct Reporting and Resolution [Policy](#) and [Procedure](#).

[LEARN MORE](#)