

Judo Saskatchewan

Policy - Summary Table

Policy Title	Meaning (What It Is)	Key Points
Athlete Protection Policy	Rules to keep athletes safe in all interactions with coaches and other adults.	1. Uses the <i>Rule of Two</i> to ensure no athlete is ever alone with one adult. 2. Sets rules for communication (texts, email, social media). 3. Outlines safe conduct in practices, events, travel, locker rooms. 4. Defines boundaries for physical contact. 5. Violations handled under Discipline & Complaints Policy.
Code of Conduct & Ethics	Expected behaviour for everyone in Judo Saskatchewan.	1. Respect, fairness and safety are required at all times. 2. Applies inside and outside official judo settings. 3. Includes rules for directors, coaches, athletes, officials, parents. 4. Integrates UCCMS rules against harassment/maltreatment. 5. Violations may lead to sanctions during events or through discipline processes.
Discipline & Complaints Policy	How misconduct complaints are handled and how discipline is decided.	1. Applies to all individuals and all Judo-related activities. 2. Complaints involving UCCMS Participants go to OSIC; others go to Sask Sport's Independent Third Party. 3. Complaints are screened as minor or major. 4. May involve Complaint Resolution Officer, Case Manager, or a Discipline Panel. 5. Sanctions range from warnings to permanent ineligibility.
Investigations Policy	Explains when and how an independent investigator is used.	1. Only occurs for serious complaints (harassment, maltreatment, etc.). 2. The investigator is independent and qualified. 3. Includes interviews and evidence gathering. 4. Creates a non-binding report to guide next steps. 5. Findings may trigger police reporting if criminal concerns arise.
Alternate Dispute Resolution (ADR) Policy	Helps resolve disagreements through mediation instead of formal complaints or appeals.	1. Encourages quick, informal resolution of issues. 2. Requires agreement from all parties. 3. The mediator must be approved by everyone. 4. Settlements are confidential and binding. 5. If ADR fails, matter moves to discipline or appeal processes.
Appeal Policy	Allows individuals to appeal certain decisions made	1. Only applies to specific decisions (team selection, discipline panels, membership). 2. Not applicable to OSIC decisions or Complaint Resolution Officer decisions. 3. Appeals must be submitted within 14 days. 4. An independent Appeal Manager

	by Judo Saskatchewan.	screens and oversees the process. 5. The Appeal Panel may confirm, change, or send the decision back for reconsideration.
Social Media Policy	Rules for safe, respectful online behaviour.	1. Prohibits hateful, harmful, or inappropriate posts. 2. Covers cyberbullying, harassment, impersonation, and rumours. 3. Bans inappropriate relationships conducted online. 4. All posts may be subject to discipline. 5. Removed posts can <i>still</i> lead to consequences.
Screening Policy Screening	Requirements for background checks and screening of volunteers, staff, coaches, and others.	1. Uses a 3-level screening system (based on risk). 2. May require Vulnerable Sector Checks, E-PIC, references. 3. The Screening Committee reviews and decides eligibility. 4. Certain offences automatically disqualify individuals. 5. Renewal required every 1–3 years depending on role. Appendix A – Screening requirements Matrix Appendix B (ApplicationForm) – (completed by applicant) Appendix C (Screening Disclosure Form)- (completed by applicant) Appendix D (Screening Renewal Form) – (completed by applicant) Appendix E (Request for Vulnerable sector check)- (completed by Judo Sask)
Conflict of Interest Policy	Ensures decisions are made in Judo Sask’s best interest, not personal interests.	1. Requires disclosure of conflicts (real or perceived). 2. Individuals must not use their position for personal gain. 3. People with conflicts must step out of discussions and votes. 4. Annual declaration required for board/committee members. 5. Violations may lead to discipline. Appendix A (Form) – Conflict of Interest Declaration Form