Moose Jaw Boxing Safe Sport Policy

v1.0, September 2, 2026

Adopted by the board of directors on September 20, 2026 (resolution R-2026-06). Counsel review items are consolidated in the Professional Review Checklist.

Adopting corporation: MJ Boxing Inc., operating as Moose Jaw Boxing (the club).

1. Policy statement and adoption of the UCCMS

Parents hand us their kids. That trust is the whole club, and this policy exists to protect it.

Moose Jaw Boxing adopts the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS), as adopted through Boxing Saskatchewan, as the club's standard of conduct. The UCCMS is the national standard for Canadian sport. It defines maltreatment, including physical maltreatment, psychological maltreatment, sexual maltreatment, and neglect, and it prohibits all of it, everywhere the club operates: the gym, competitions and events, travel, and online.

The club affiliates with Boxing Saskatchewan, registers its athletes and coaches with Boxing Saskatchewan and Boxing Canada, and operates under the Western Canada Student-Boxing Athlete Development System. Where Boxing Saskatchewan or Boxing Canada safe sport requirements are stricter than this policy, the stricter requirement applies.

The commitment in one sentence: one standard, no exceptions. Every person covered by this policy is bound by the UCCMS and by the rules below, and the club will act on every report it receives.

2. Scope

This policy applies to:

1. Every director of the corporation.
2. Every coach, including assistant and apprentice coaches.
3. Every volunteer, in any role.
4. Every member of the club, including athletes and parent or guardian members.
5. Every contractor or other person engaged by the club whose work brings them into contact with athletes.

It applies at the gym, at every event the club attends or hosts, during club travel, and in all electronic communication connected to the club. Agreeing to this policy is a condition of holding any position with the club and a condition of membership.

A "position of trust" in this policy means any role with authority over athletes or regular access to them: coaching, supervising, transporting, instructing, or managing athletes, or handling their personal information.

3. Screening

Nobody works with an athlete until the club has checked who they are. That rule has no exceptions.

Who must be screened.

1. Every coach.
2. Every volunteer in a position of trust.
3. Every director whose role brings them into contact with youth.

What screening means. A Criminal Record Check with Vulnerable Sector screening, obtained from a police service, dated within the six months before it is submitted to the club.

Renewal. Screening is not a one time hurdle. Every screened person provides a new Criminal Record Check with Vulnerable Sector screening at least every three years. The Secretary tracks renewal dates and notifies people before their check lapses. A lapsed check suspends the person's duties with athletes until a new clear result is received.

Before starting. A new coach, volunteer, or director covered by this section does not begin duties involving athletes, and in no case performs any unsupervised duty, until the club has received their result and cleared it.

Storage and confidentiality. Screening results are received and stored confidentially by the Secretary. Access is limited to the Secretary and, where a result requires a decision, the board. The club records the date and the cleared or not cleared outcome on the compliance register; the underlying documents are kept securely, are never published or shared outside the board, and are retained and destroyed in line with the club's privacy obligations.

Disqualifying results. A result showing a conviction, outstanding charge, or vulnerable sector flag relevant to the safety of minors, including offences involving violence, sexual offences, offences against children, or other offences the board reasonably considers incompatible with a position of trust in youth sport, disqualifies the person from any position of trust with the club. The board reviews any non-clear result confidentially before deciding. Refusing to complete screening, or failing to renew it, makes a person ineligible for any position of trust. Screening decisions are recorded in board minutes without publishing the contents of any check.

4. Training requirements

Screening tells us who someone is. Training makes sure they know how to keep athletes safe.

1. **Respect in Sport.** Every coach, and every volunteer in a position of trust, completes Respect in Sport for Activity Leaders before starting and keeps it current.
2. **Safe Sport certification.** Every coach completes Safe Sport training through the coaching pathway and keeps it current as national requirements evolve.
3. **NCCP pathway.** Every coach trains and certifies within the National Coaching Certification Program (NCCP) pathway appropriate to their role, consistent with Boxing Saskatchewan and Boxing Canada requirements.

Compliance register. The Secretary maintains a compliance register listing, for each covered person: screening date and status, Respect in Sport status, Safe Sport certification status, and NCCP standing. The board reviews the register at least once a year and records the review in the minutes. Each coach's certifications are also listed publicly on the club website's Coaches page.

5. Rule of two and the open training environment

Three rules shape every practice. They protect athletes, and they protect coaches too.

1. **The door stays open.** Every session is an open-door session. Parents and guardians are welcome to walk in and watch any practice, start to finish, no notice needed.
2. **No closed one-on-ones.** A coach is never alone behind a closed door with an athlete, and never in a closed one-on-one interaction with a minor, in person or electronically. One-on-one instruction happens on the open floor, in view of others.
3. **Two adults present.** At least two screened adults are present at every practice, so no athlete is ever in the care of a single adult on their own. If attendance drops to one adult unexpectedly, the session moves to fully open supervision (door open, parents present or contacted) and the head coach reports the gap to the board.

Travel. The rule of two applies to all club travel. Club-arranged transportation of a minor athlete requires written consent from the athlete's parent or guardian and two screened adults in the vehicle (a parent driving their own child excepted). In a genuine emergency, adults get the athlete to safety first, then inform the parent or guardian and the board immediately. On overnight travel, adults never share sleeping quarters with athletes who are not their own children, room checks are done by two adults together, and a travel itinerary with adult contacts goes to every parent or guardian before departure. Drivers on club travel hold a valid licence and insurance.

Change rooms. Adults do not undress in change rooms while minor athletes are using them. No phones, cameras, or recording devices are used in change rooms, ever. If an adult must enter a change room in use by minors, two screened adults enter together, announcing themselves first. Athletes who want additional privacy are given a private option.

6. Electronic communication with minors

The no closed one-on-ones rule applies online exactly as it does in the gym.

1. Club communication with a minor athlete goes through group channels, or copies the athlete's parent or guardian on every message.
2. Coaches and volunteers do not exchange private direct messages with minor athletes on any platform, including text, social media, and gaming platforms, and do not follow or friend minor athletes from personal accounts.
3. Communication stays about club business (schedules, training, events) and happens at reasonable hours.
4. No adult covered by this policy requests, sends, or stores photos of a minor athlete outside the club's media process in Section 9.
5. An athlete may always initiate contact to report a concern under Section 7; an adult who receives such a message responds, loops in a parent or guardian or the board as appropriate, and keeps the message.

7. Reporting: what to do if something feels wrong

This section is written for athletes. If something at the gym, at an event, or online makes you uncomfortable, scared, or confused, here is what to do. You will be taken seriously, and speaking up will never cost you your spot at this club.

Route 1: tell any coach or board member. Pick whoever you trust most. You can bring a parent or a friend, and you do not need the right words. “Something happened and I need to talk” is enough. We will take it from there. If you would rather write it down, email the club at info@mjboxing.ca or the board at board@mjboxing.ca.

Route 2: go outside the club. You never have to report to us. Boxing Saskatchewan runs an independent third-party complaint process, so you can raise a concern with people who do not work at this gym. Saskatchewan sport uses an independent complaints service, ITP Sport (https://itpsport.ca). Start through Sask Sport’s safe sport contacts page at https://www.sasksport.ca/programs-services/sport-safety/safe-sport-contacts/, which lists exactly who to reach and how. Ask any adult you trust to help.

Route 3: in an emergency, call 911. If you or someone else is in danger right now, call 911 first. Nothing in this policy comes before your safety.

Parents and guardians: the same three routes are yours too. If your athlete tells you something, we want to hear it, however small it seems.

What happens after you report.

1. The person you told writes down what you said and passes it to the board (or straight to Boxing Saskatchewan if the concern involves a board member).
2. The board acknowledges your report, decides who will handle it, and puts safety measures in place right away if needed (see Section 8).
3. You and your parent or guardian are kept informed of what is happening, unless involving a parent or guardian would put you at risk.
4. When it is finished, you are told the outcome.

No retaliation. Nobody may punish, freeze out, bench, or badmouth an athlete or anyone else for reporting in good faith, or for helping with an investigation. Retaliation is itself a breach of this policy and the code of conduct.

Confidentiality and its limits. We keep reports as private as we can. Information is shared only with the people who need it to keep you safe and to handle the report fairly. We cannot promise total secrecy, because sometimes the law requires us to tell someone (see the mandatory reporting paragraph below), and reports involving possible crimes go to police.

Mandatory reporting to child protection authorities. Under Saskatchewan law (The Child and Family Services Act), any person who has reasonable grounds to believe that a child may be in need of protection must report it to child protection services (Saskatchewan Ministry of Social Services) or to the police. This is a legal duty that belongs to every individual and it cannot be delegated to the club or satisfied by an internal report. If any coach, director, volunteer, or member forms that belief, they make the report themselves, without delay, and internal club procedures never slow it down or substitute for it.

8. Interim measures and discipline

While a report is being handled, the board may put interim measures in place without any finding of wrongdoing, to protect athletes and the fairness of the process. Interim measures can include pausing a person’s coaching or volunteer duties, a no-contact direction, or restricted attendance. Interim measures are protective, not punitive, and are reviewed as the matter proceeds.

Breaches of this policy are breaches of the club code of conduct. They go to the board and are handled under the discipline provisions of the code of conduct and the bylaws, up to suspension or removal from the club. Where a matter falls within the jurisdiction of Boxing Saskatchewan’s independent third-party complaint

process or the UCCMS as adopted through Boxing Saskatchewan, the club refers it and cooperates fully, and any sanction imposed through that process is honoured by the club.

9. Photography and media

No photo or video of an athlete under 18 is published anywhere, including the club website, the club Facebook page, print materials, and funder reports, until the athlete's parent or guardian has signed the club's written media release form.

Consent is not a one time thing. A parent or guardian can withdraw consent at any time, and the club will take the images down from the channels it controls. The club never publishes a minor athlete's full name paired with details that identify where to find them, such as their school or regular training times tied to a location.

The full photography and media rules are set out in the club's website privacy and photography policy, and the media release form is available on that page and on paper at the gym. This section, the media release form, and the site privacy policy are meant to be read together; if they ever conflict, the strictest protection for the athlete applies.

10. Annual review

The board reviews this policy at least once a year, alongside the compliance register review in Section 4, and records the review in the minutes. The review checks that the policy still matches Boxing Saskatchewan and Boxing Canada requirements, the UCCMS as currently adopted, and Saskatchewan law, and that the club's actual practice matches what this policy promises. Amendments are adopted by the board and the current version is published on the club website.