



Safe Sport & Participant Safeguarding Policy

Policy Number	TNT-210	Version	0.1
Status	Draft	Approval Authority	Board of Directors
Approval Date	–	Effective Date	–
Resolution No.	–	Supersedes	n/a

This policy sets TNT’s essential safeguards for participants and explains how to raise a concern. It keeps urgent protection separate from a final misconduct finding and preserves the procedures and appeal rights in the Bylaws.

Purpose and Scope

TNT will provide a sport setting in which children, youth, adults, and vulnerable participants are safe, respected, appropriately supervised, and able to raise concerns. This policy sets the public-facing safeguarding floor for TNT classes, events, travel, electronic activity, and other activities conducted under TNT authority. It applies to directors, instructors, coaches, assistants, employees, contractors, volunteers, team personnel, participants, and caregivers when acting in a TNT role.

Participant welfare takes priority over convenience, competitive results, or reputation. TNT-205 sets the shared conduct standard. This policy adds practical safeguards; detailed screening, complaint, privacy, training, and travel procedures sit in their respective approved instruments.

Safeguarding Accountability

The Board retains oversight of safeguarding under Bylaw 10.3 and designates at least one accessible safeguarding contact and an unconflicted alternative reporting route. A contact may receive and route concerns and arrange urgent protective steps within delegated authority, but does not gain authority to investigate, decide discipline, or hear an appeal merely by being a contact.

TNT records instructional and competition-coaching scope under TNT-305. A person assigned to run a class must have the authorization required for that session, and junior instructors remain under appropriate adult supervision. Safety and technical decisions stay within the authority delegated to qualified people; the Board retains statutory and governance oversight.

Observable and Accountable Interactions

TNT follows the *Rule of Two* for interactions involving a minor or vulnerable participant. The preferred arrangement is two appropriately screened adult instructors or coaches. An

authorized, appropriately screened adult and a second responsible adult who can observe and intervene may also meet the standard; the participant's own parent or caregiver may be that second adult. A minor or junior instructor does not count as the second adult.

The second adult must be present close enough to see or hear and intervene. Merely being somewhere in the building or reachable by phone is insufficient. Private instruction, closed meetings, transportation, travel, and other higher-risk settings require advance planning. A genuine emergency may justify a temporary departure only for as long as necessary to protect the participant; significant departures must be documented. If coverage is unexpectedly lost, keep the activity open and observable, summon another responsible adult, and suspend the affected activity if coverage cannot be restored promptly.

Training Contact and Private Spaces

Training contact must have a legitimate instructional or safety purpose, be proportionate, and take place in an observable setting. Explain a correction where practicable and respect a participant's expressed discomfort, except where immediate action is required to prevent injury. Sexualized, punitive, humiliating, or unnecessary contact is prohibited.

Participants should have privacy for changing, washroom use, and personal care. No photography or recording is permitted in a washroom or changing area. Adult assistance to a minor in a private space should ordinarily be provided by the participant's parent or caregiver; a TNT adult enters only when immediate safety requires it, with another adult involved or informed as soon as practicable. Accommodation and dignity remain important for participants who need assistance.

Arrival, Departure, Communication, and Travel

Parents and caregivers are responsible for safe arrival and collection of minors. TNT arranges age-appropriate supervision during the scheduled activity and a safe, observable response to late pickup or a missing child. Staff must not take a child to a private residence or provide routine one-to-one transportation.

Adult-to-minor messages must use approved, transparent channels and include a parent or another authorized adult where appropriate. Secret or disappearing messages are prohibited. Any necessary emergency one-to-one contact must be limited to the immediate need and disclosed promptly to an appropriate adult. Virtual instruction must preserve visibility, parent awareness, privacy, and the *Rule of Two*.

TNT-controlled travel or overnight activity involving minors requires a documented supervision and transport plan under the travel policy before it occurs. No routine one-to-one transport by a TNT adult is authorized. A genuine emergency exception must be limited to the safety need, promptly communicated to a caregiver, and documented. Additional applicable event or sport-body rules must be met.

Screening and Education

Adults placed in child-facing or other positions of trust must meet the screening, training, renewal, and role-risk requirements in the Board-approved screening and authorization policies before assuming duties. TNT verifies compliance and applies any restrictions or adverse-information review confidentially and fairly. A stricter applicable legal or sport-body screening requirement also applies.

Instructors and coaches complete the Safe Sport and role-specific education required by TNT and any governing organization with jurisdiction over their activities. Training does not replace screening, supervision, or reporting duties.

Reporting and Immediate Response

Anyone may report a safeguarding concern through TNT's designated contact, its alternative unconflicted route, or an available external process. They need not report internally before approaching police, child protection, or a sport body with jurisdiction. In an emergency, contact emergency services. Suspected child abuse or neglect must be reported immediately to child-protection authorities or police under Saskatchewan law; do not wait to investigate or for someone else to report.

TNT will listen, record only information needed, preserve relevant evidence, avoid promises of absolute secrecy, and route the concern to an authorized unconflicted decision-maker. It will not conduct an informal child-abuse investigation in place of the responsible authority. The Board or a Board-authorized safeguarding official may impose a proportionate Interim Operational Restriction under Bylaw 4.4 without treating it as a final finding or a Membership Suspension.

External Jurisdiction and Non-Retaliation

An external sport organization's code, reporting mechanism, or sanction applies only where that organization has jurisdiction over the person or activity. TNT will comply with an applicable order or restriction and will not represent itself as a national Safe Sport signatory without formal status. Where an external process and TNT process overlap, TNT will coordinate within its authority while preserving immediate safety and legal duties.

Retaliation, intimidation, interference, or adverse treatment for a good-faith report, request for protection, or participation in a review is prohibited. Concerns involving a safeguarding contact or decision-maker must be routed away from that person. Confidentiality is maintained to the extent reasonably possible, subject to fair process and lawful disclosure.

Complaints and Discipline

Complaints and discipline follow the Act, Bylaws, and the applicable TNT complaints policy. A safeguarding contact does not determine membership discipline. A formal Membership

Suspension requires the Bylaw 4.5–4.8 process, including the Complaints Committee’s advisory report and the unconflicted Board decision; Bylaw 4.14 governs reconsideration and member appeal. Termination follows Bylaw 4.12–4.15 and mandatory statutory rights. Operational restrictions and statutory membership rights remain distinct.

Authority and Interpretation

The Act, Articles, Bylaws, and Governance Charter prevail over this policy under Bylaw 16.3. A supporting procedure may add detail but cannot change membership rights, decision authority, or appeal rights. A stricter applicable legal or sport-body safeguarding requirement governs within its jurisdiction.

Related Documents

- TNT-205 Code of Conduct
- TNT-220 Screening when adopted
- TNT-225 Complaints and Discipline when adopted
- TNT-240 Electronic Communications when adopted
- TNT-270 Protected Disclosure when adopted
- TNT-305 Instructor and Competition Coaching Authorization
- TNT-705 Privacy and Records when adopted
- TNT-805 Travel when activated
- Articles 5 and 6
- Bylaws 1.5, 2.3, 4, 10.3, and 16.3–16.9

Approval and Review

The Board approves this policy and reviews it at least annually, and sooner after a material change in law, governing documents, sport requirements, programming, or safeguarding risk. Board approval does not amend the Articles, Bylaws, or Governance Charter.

Policy Revision History

Version	Date	Change	Approved By	Resolution
0.1	2026-09-19	Initial draft	–	–
0.9		Board review draft	–	–
1.0		Initial adoption	Board	