

Mavericks Water Polo

Policy: Screening

Date: March 15, 2015

Review/Revision: March 15, 2015

Purpose:

Mavericks Water Polo has a duty of care to protect and not place at unreasonable risk its staff, members, volunteers and third parties. In meeting this responsibility, the Mavericks Water Polo must be confident that all members and registrants and those involved in sanctioned events meet the highest standards of integrity and suitability so that the water polo community is satisfied it has minimized the risk of an unsafe environment.

The intent of this policy is to ensure appropriate screening processes are adopted for positions within Mavericks water Polo. The policy is predicated on the premise that Mavericks Water Polo

- Has a duty of care to protect and not place at unreasonable risk, its staff and other persons;
- Has a duty of care to protect and not place at unreasonable risk Mavericks Water Polo resources;
- Has a duty of care to protect and not place at unreasonable risk registered individuals;
- Must undertake a rigorous assessment of the suitability of internal and external candidates for coaching staff prior to offering them a position
- Recognizes vulnerable sector checks are not in themselves a rigorous assessment of suitability and considers these checks an essential part of the process

Policy:

All new personnel as defined below are required to provide an original Vulnerable Sector Check that is satisfactory to the Board member in charge of screening . Individuals must obtain a Vulnerable Sector Check through a local police service headquarters or regional police services organization.

Once a Vulnerable Check has been filed with Mavericks Water Polo, an “Offence Declaration” form must be filed with Board member in charge of screening for every year of subsequent year of service or representation. Said Offence Declaration form will be part of the yearly process. If an individual leaves the organization for a period of more than a year, then returns, a new Check needs to be completed and filed.

The club will reimburse the costs of the check to the individuals who are required by this policy to have a check.

Application:

The requirement for a vulnerable sector check applies to all coaches, chaperones and other volunteers who will have contact with children other than contact in public places in the presence of other adults.

Coaches under 18 years of age are excluded from this requirement.

The club will make every effort to ensure that Checks have been completed as required. However, from time to time, there may be exceptions. If at the last minute, a regular club chaperone is unable to attend an event, a substitute may be called upon. In these circumstances, the club will make its best efforts to choose a person that is well known to the club and with whom club members will be safe.

Procedure when Check is NOT Returned as Clear

In the event that a check or Offence declaration is NOT clear, this does not necessarily disqualify a coach or volunteer from a role in Mavericks. The Board will strike a committee, comprised of at least 3 members, to review the Check or Declaration results result on a case by case basis. The first step is to determine whether the offence disqualifies the person from membership in Ontario Water Polo. If the person qualifies for membership in Ontario Water Polo, the Committee will then consider the nature of the offence, the length of time since the offence occurred and assesses the potential impact on the safety of club members.

Tracking

Each year, the Board will appoint one of its members to be in charge of screening. This person will track the Checks and Declarations and maintain the records.

Copies of the Checks and Offence declarations shall be kept at the home of the board member in charge.

The Board member in charge will track compliance on a spreadsheet (sample shown in Appendix A) and will report compliance to the Board semiannually.