



alberta
sport
LEADERSHIP

Advancing Alberta's Safe Sport Strategy

Governance & Board Webinar





Welcome & Land Acknowledgement

Introductions

Executive Director: Goran Miletić

- Email: execdir@absportleadership.ca
- Phone: (780) 239-5824

Program Manager: Scott Hayes (until January)

- Email: shayes@absportleadership.ca
- Phone: (587) 635-4030



Why This Matters



Safe sport is not just a policy — it's a promise.

A promise that every participant, regardless of age, background, or level, deserves to train, compete, and thrive in an environment free from abuse, discrimination, and harm.

We need your support to promote these important values by showing respect among the sport community and to report situations where the conduct of someone is not respectful of these values.

Your voice matters. Your actions matter.

By standing up for safe sport, you're not only protecting yourself — you're protecting your teammates, your sport, and the generations to come.

Be informed. Be involved. Be a leader.

Speak up. Support others. Demand accountability. Together, we can build a culture where safety is the standard, not the exception.

Let's make sport a place where everyone feels empowered, respected, and safe — always



Safe Sport Commitments

Creating a Safe and Respectful Sport Environment

Our Commitments

- Raise Awareness**

Everyone in the sport community must understand that *any form of abuse, harassment, neglect, or violence is not tolerated.*

- Ensure a Safe Environment**

Take all reasonable measures to provide a healthy, supportive, and abuse-free environment.

- Promote Respect**

Uphold the dignity and psychological, physical, and sexual integrity of every participant.

- Encourage Reporting**

Promote early denunciation of concerning behaviours, words, or actions.

- Provide Fair Processes**

Maintain an effective integrity-protection procedure, including both formal complaint options and informal approaches (e.g., mediation).

- Act Decisively**

Take the necessary administrative or disciplinary measures to stop and prevent future incidents.



The Independent Third Party Mechanism

Overview



What is the ITPM?

In Plain Language

- A non-biased, independent intake & investigative service for maltreatment concerns within PSO jurisdiction.
- Ensures consistency, fairness, and protection from retaliation.
- Uses trauma-informed, culturally safe practice.
- **ISN'T:** non-maltreatment cases, emergency response, club HR for minor issues, or team selection, appeals to previous cases.



The Who, What and Where



Who:

All persons who are members of their applicable Organization, including:

- Members, participants, or practitioners
- Parents of members/participants
- Volunteers, employees, administrators
- Suppliers, customers, and other stakeholders

What:

Alleged breaches of AB UCC/UCCMS within PSO scope (*events, programs, sanctioned environments*).

Where/When:

Alberta-based activities or PSO-linked activities out-of-province; timing rules for admissibility.



Alberta Universal Code of Conduct (AB UCC)



The **Alberta Universal Code of Conduct** (AB UCC) is the core document that sets harmonized rules to be adopted by organizations that utilize the Alberta Safe Sport Complaint Mechanism (ABSSCM). The Alberta sport sector is committed to a lawful, respectful, and safe sport environment whereby individuals participating in sport in Alberta expect an experience free from maltreatment.

The AB UCC addresses:

- **common principles** and a commitment to advance a respectful sport culture;
- **standard definitions** of various forms of maltreatment, including grooming, neglect, and physical, sexual, and psychological abuse;
- a list of **other prohibited behavior** such as retaliation, failure to report maltreatment, intentionally filing false allegations, misuse of power, etc.; and
- a framework for determining appropriate **sanctions** against such prohibited behavior.



What Counts as Maltreatment



Defining Maltreatment

- **Prohibited Behaviour (12) =** Psychological, Physical, Neglect, Sexual, Grooming, Boundary Transgressions, Discrimination, Subjecting a Participant to the Risk of Maltreatment, Aiding and Abetting, Failure to Report, Intentionally Reporting a Bad-Faith/False Report, Interference with or Manipulation of Process and Retaliation
- **Power imbalance matters;** in-person or online.
 - **Not:** tough coaching or ordinary conflict without Code breach.
- **Range of Possible Sanctions:**
 - Temporary or Provisional Measures
 - Types of Sanctions



Reporting Obligations

1. Duty to Report

Anyone with **reasonable grounds** must report:

- **All situations of sexual abuse or physical abuse** committed against a minor
- **Regardless of who** the alleged perpetrator is
- **Even if** parents have taken steps to address the situation

2. Duty to Report – Sexual Abuse or Violence

All persons involved in the community must report:

- **Any sexual abuse, harassment, or violence**
- **Against any person** (minor or adult)
- **Committed by** someone also involved in the community

3. Duty to Report – Other Forms of Misconduct

All persons involved in the community must report:

- **Any non-sexual abuse, harassment, neglect, or violence**
- **Against any person** (minor or adult)
- **Committed by** someone also involved in the community



The Alberta Safe Sport Complaint Mechanism (ABSSCM)



What is it?

The ABSSCM is the external pathway Alberta PSOs can use for all **maltreatment complaints**. Instead of a PSO investigating internally—or being seen to investigate—its own coaches, volunteers, or athletes, the ABSSCM receives the allegation, triages it, runs a trauma informed review, and issues **independent findings and recommended sanctions**.

ASLA has formally **contracted ALIAS** to serve as the ITPM provider for the ABSSCM.



Who is ALIAS?

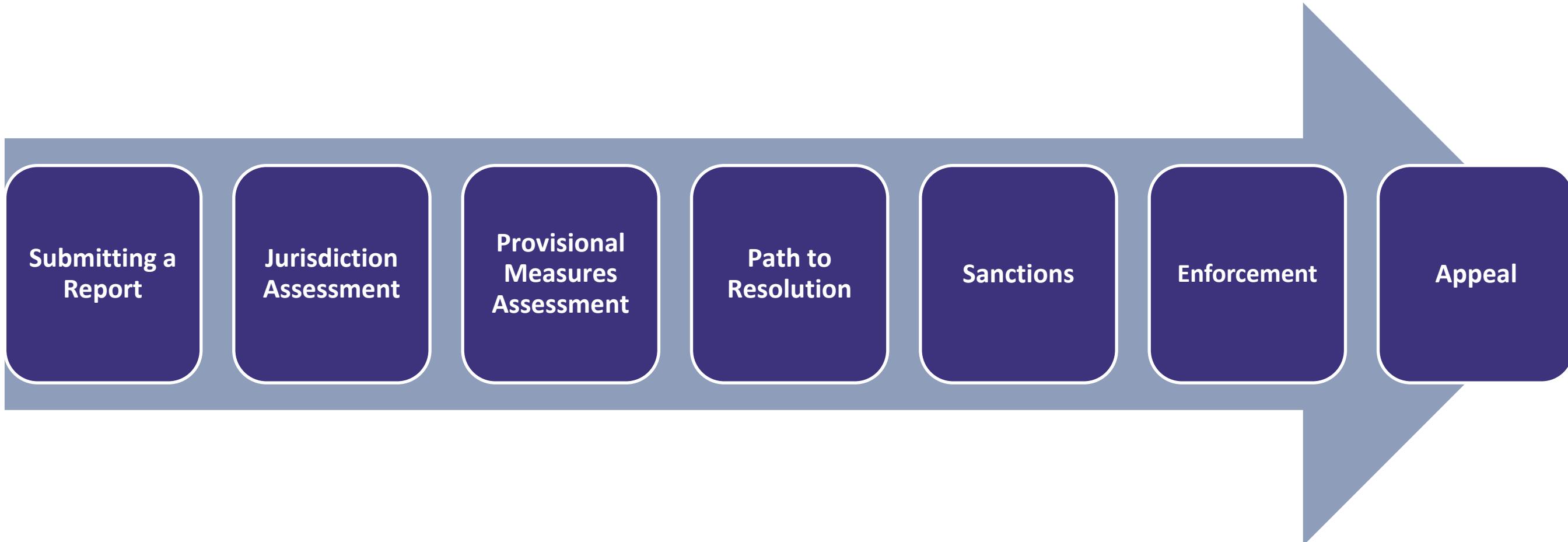
Founded in
2016

- ALIAS Solution is a Canadian firm that **specializes in safe-sport and ethics hotlines**
- A Canadian company specialized in receiving and managing different types of misconduct reports - **Managed 1000's of reports**
- **Committed to acting with impartiality and adopting a trauma informed approach** throughout the process. Respect and discretion at all times
- **Skilled and experienced team**, including highly trained professionals- lawyers, mediators, investigators, criminologists, accountants
- **Robust network** of experienced lawyers, accredited arbitrators, and mediators across Canada, ensuring impartial and fair resolution of complaints
- **Professional treatment** services as needed per the provincial policy (education, mediation, other procedures/investigations)

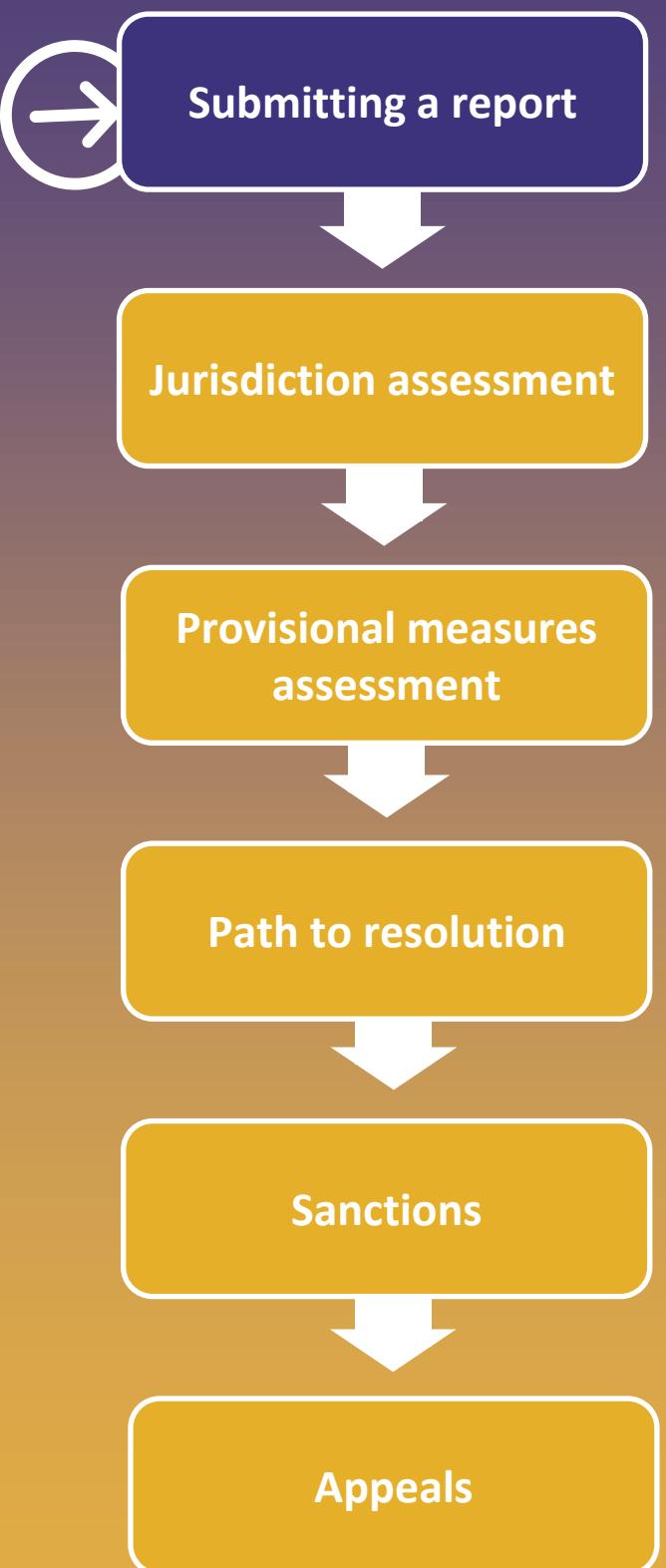


Safe Sport Reporting and Independent Resolution

Process



Submitting a report



Landing Page

ALIAS

Who we are EN  Login > My secure data

File a complaint

REPORT A COMPLAINT
Alberta Safe Sport Complaint Mechanism

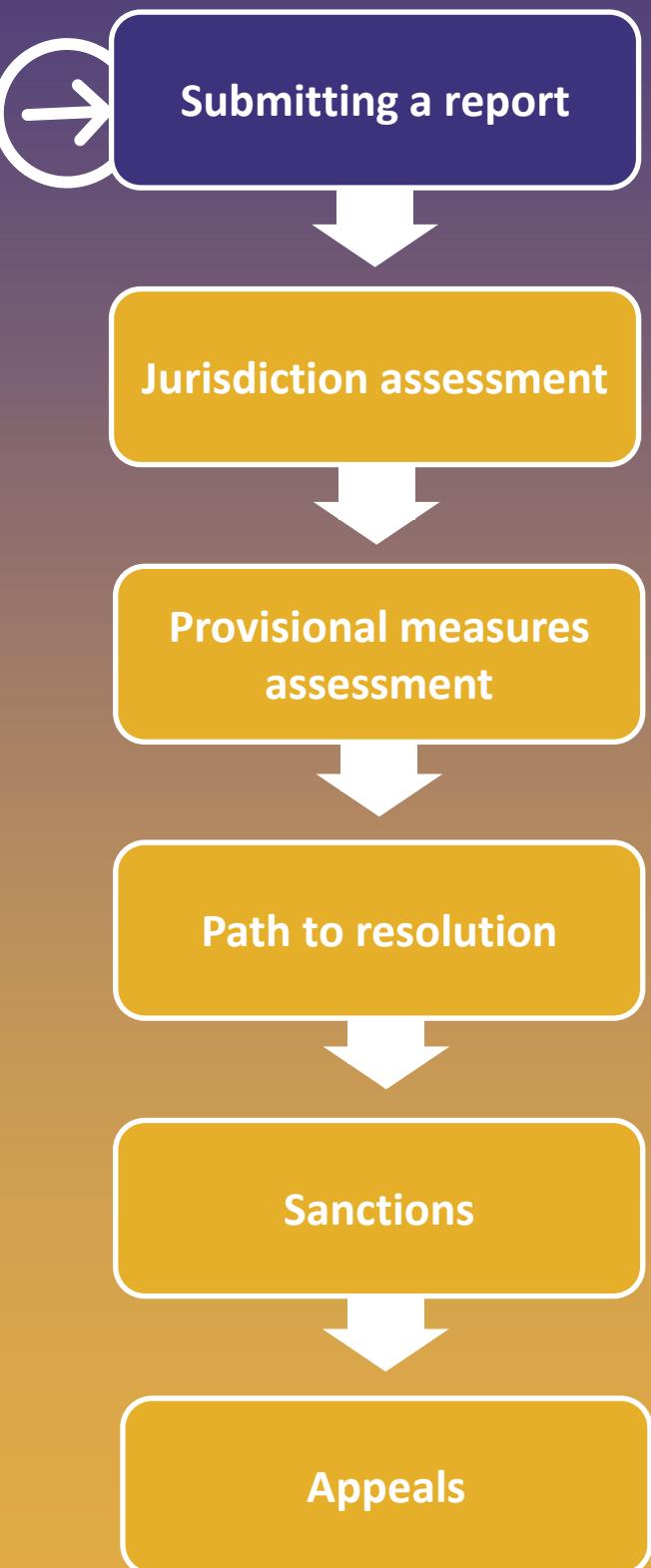
By providing you with this service, we wish to reaffirm our commitment to create a respectful and constructive environment for all Participants, within our programs, business, activities and events. ALIAS Solution aims to help you report wrongdoing and situations that may be deemed inappropriate as per the Alberta Universal Code of Conduct (AB UCC).

This application allows you to make a report anonymously.

We invite you to consult the [Reporting and Independent Resolution Policy](#).

>>Submit a report

This website uses an encryption method that protects the privacy of all the information you submit.



Jurisdiction Question

What is your complaint about?*

AB UCC VIOLATION

- Aiding and Abetting
- Boundary Transgressions
- Discrimination
- Failure to Report
- Grooming
- Intentionally Reporting a False Allegation
- Interference with or Manipulation of Process
- Neglect
- Psychological, Physical, and/or Sexual Maltreatment
- Retaliation
- Subjecting a Participant to the Risk of Maltreatment

These reports will be assessed by an external Case Manager.

OTHER VIOLATION

Committed by **Board or Staff Members of the Provincial Sport Organization (PSO)** :

- Conflict of Interest
- Fraud
- Governance Issues
- Inclusivity
- Incivility
- Minor Code of Conduct Violation

These reports will be assessed by an external Case Manager to determine appropriate jurisdiction to address the following steps.

OTHER VIOLATION

Committed by a **Participant** :

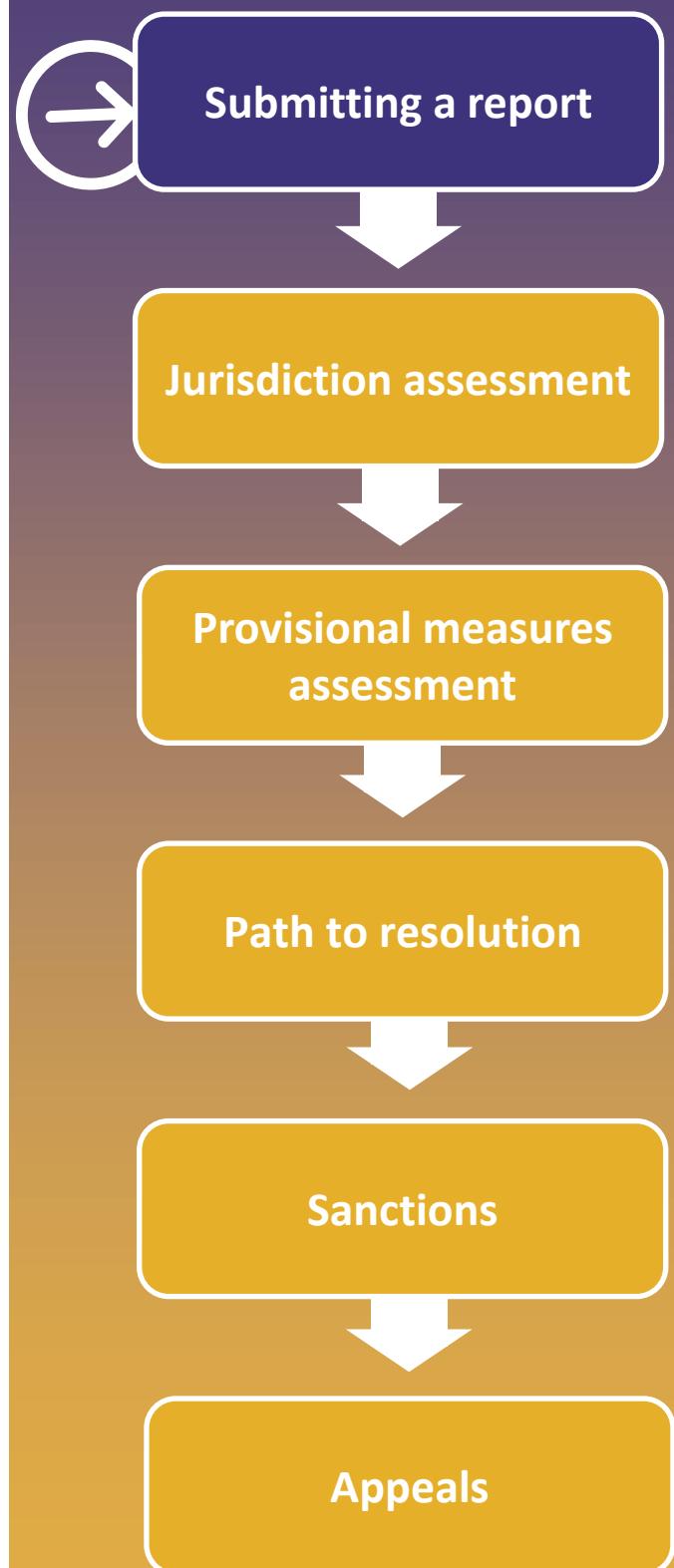
- * For severe complaints such as assault or sexual behaviours, please select "AB UCC Violation"
- Coach Assignments
- Complaint Targeting Spectators*
- In-game Incidents*
- In-match officiating decisions
- Internal Management Issues
- Minor Code of Conduct Violation
- Player or Team Selection
- Governance of Operational Issues

These reports will be assessed by your PSO to determine appropriate jurisdiction level to review and/or to redirect.

Learn more about the Alberta Universal Code of Conduct (AB UCC)

Please choose one of the following options:

AB UCC Violation
 Other Violation Committed by Board or Staff Members of the Provincial Sport Organization
 Other Violation Committed by a Participant



Anonymity

Your contact information (optional)

You are free to enter your name and contact details. Please note that you will be given a username and password. These will allow you to track the progress of your report on this ALIAS reporting website.

Select one of the options listed below:

- Enter your contact information in the section below : the person responsible for handling your report will contact you.
- Maintain anonymity: you will need to access your report on this ALIAS reporting website using the username and password that will be provided to you in a moment. We recommend that you access it on a regular basis to answer any follow-up questions or requests for clarification that might be required. This is a completely anonymous way for you to complete your initial declaration, if necessary, and thus contribute to the response to your report.

Full name

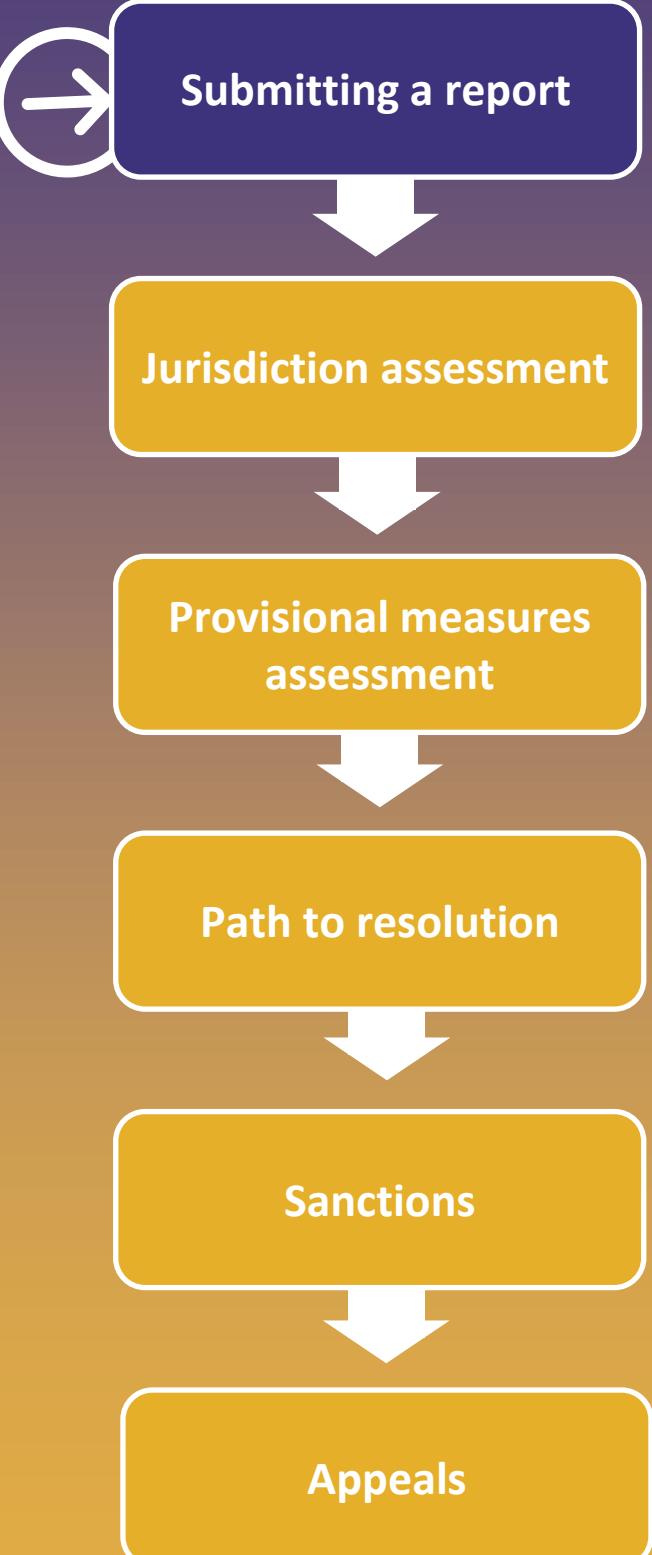
Email

Phone number 1

Phone number 2

Best time to call you

Best time to call you



Two-Way Communication

Communication with the author of the report

You 2021-06-14 15:25:07

Hi, in order to process the report thoroughly, is it possible for you to provide additional information? Thank you.

Author of the report 2021-06-14 15:28:42

Hi, I have sent the relevant documentation by mail. Thank you.

Add a comment

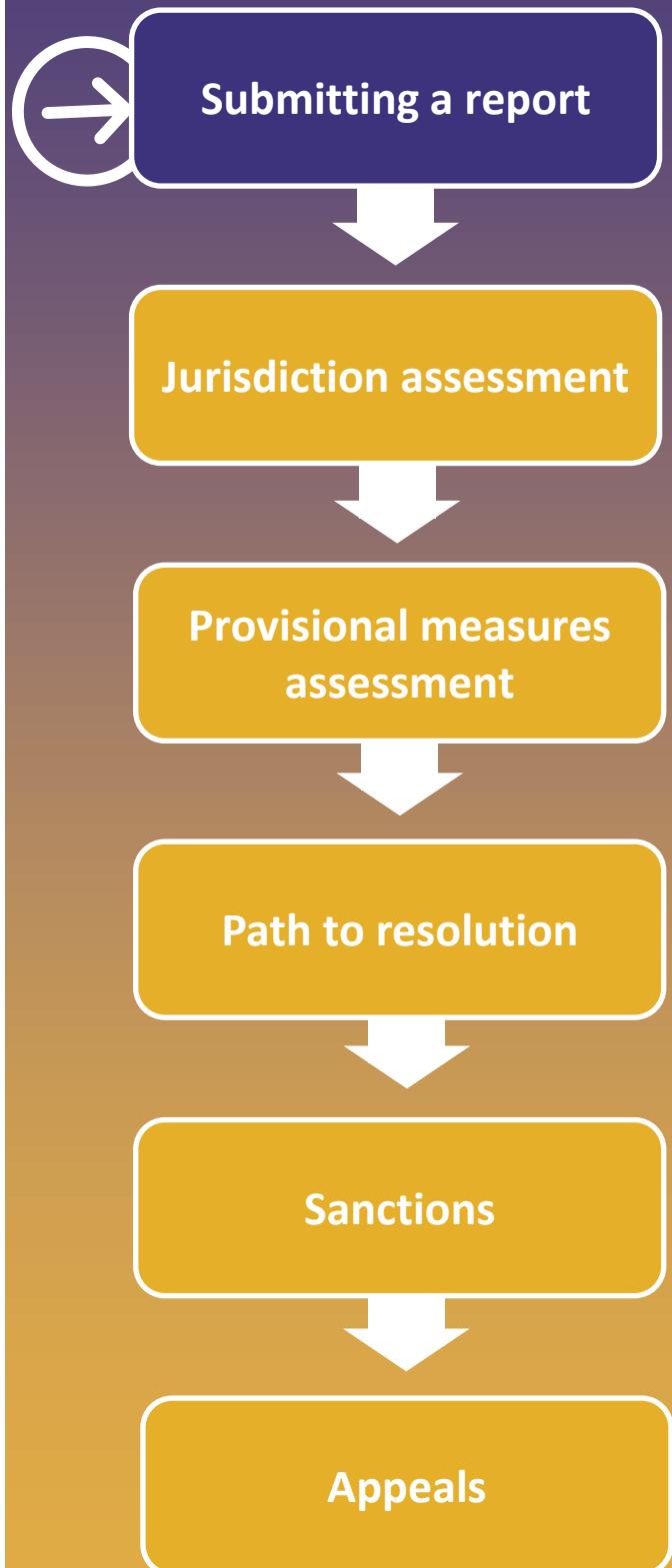
Drag your files over this screen or click the button to upload them directly from your computer.

Choose files

Send

An alias is useful to:

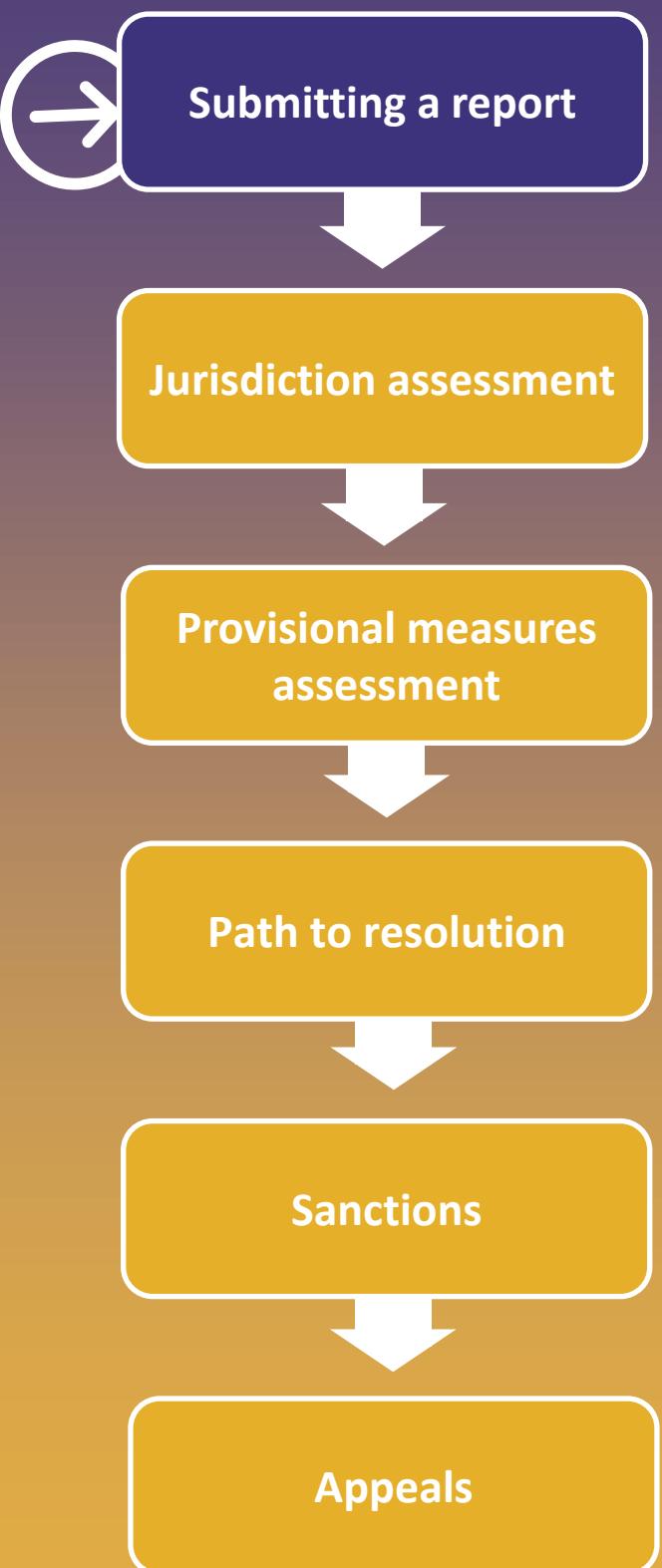
- ✓ Add information
- ✓ Add evidence
- ✓ Answer the agent's question
- ✓ Ask question to the agent



Submitting a Report by Phone

How it works

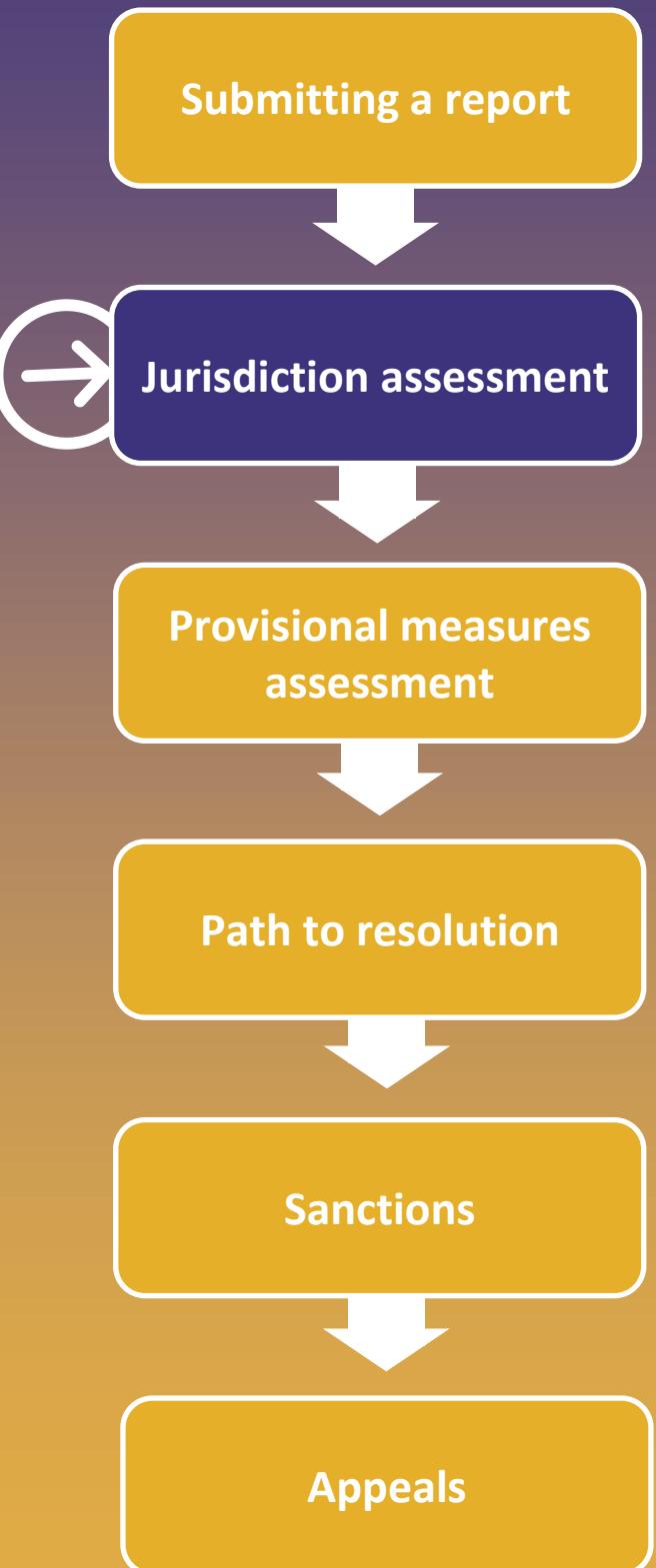
- ✓ Service available 24/7
- ✓ An agent writes down the complainant's allegations
- ✓ Username and password



Scenario 1

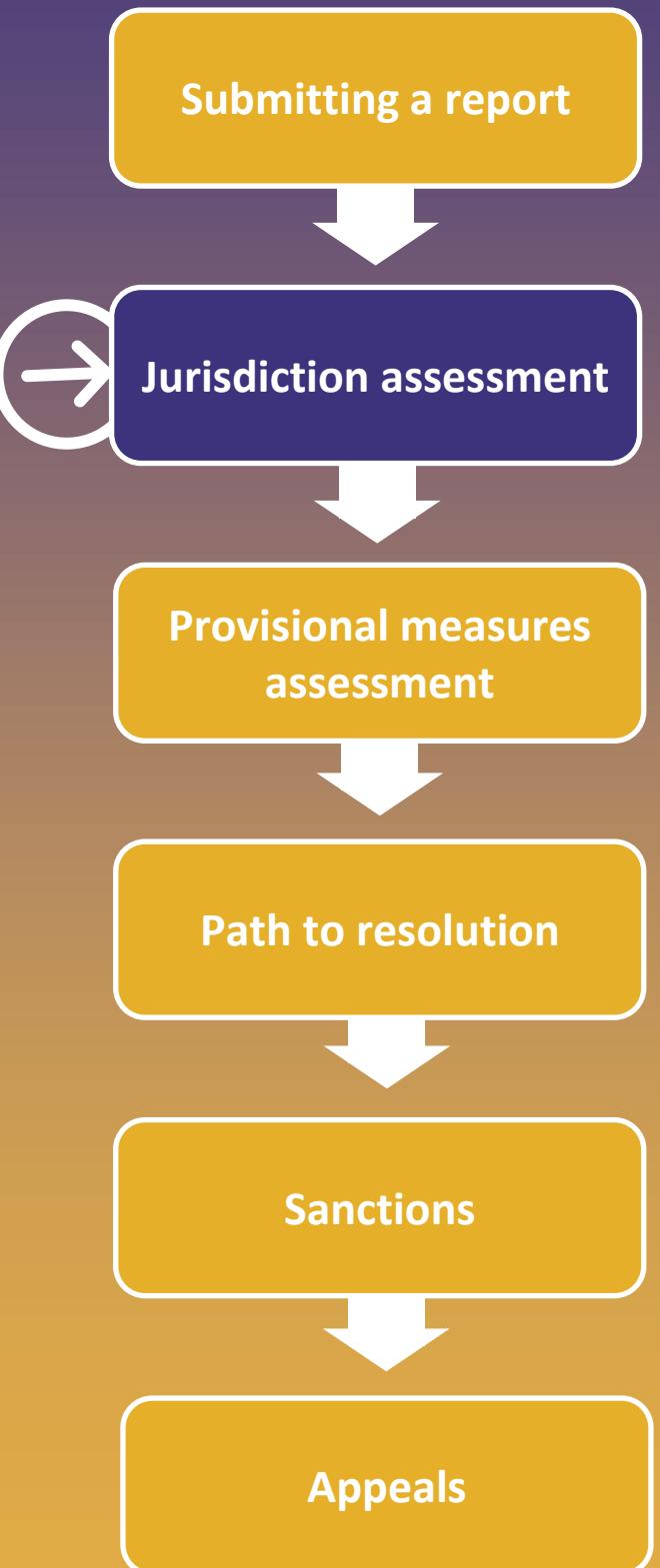
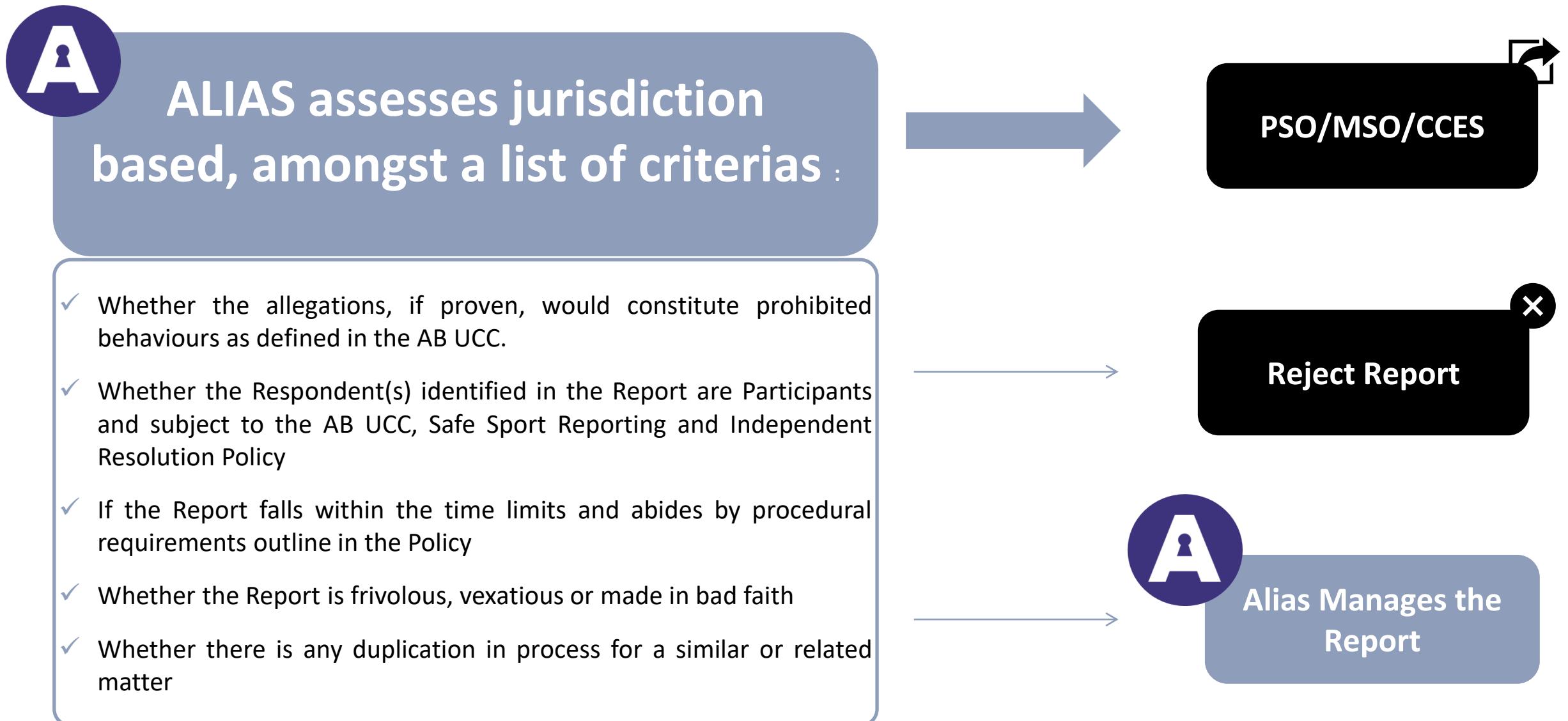
Description

I was not selected for the team despite being one of the top 3 athletes during the tryouts. The coach must not like me.



Managing Reports

Jurisdiction Assessment

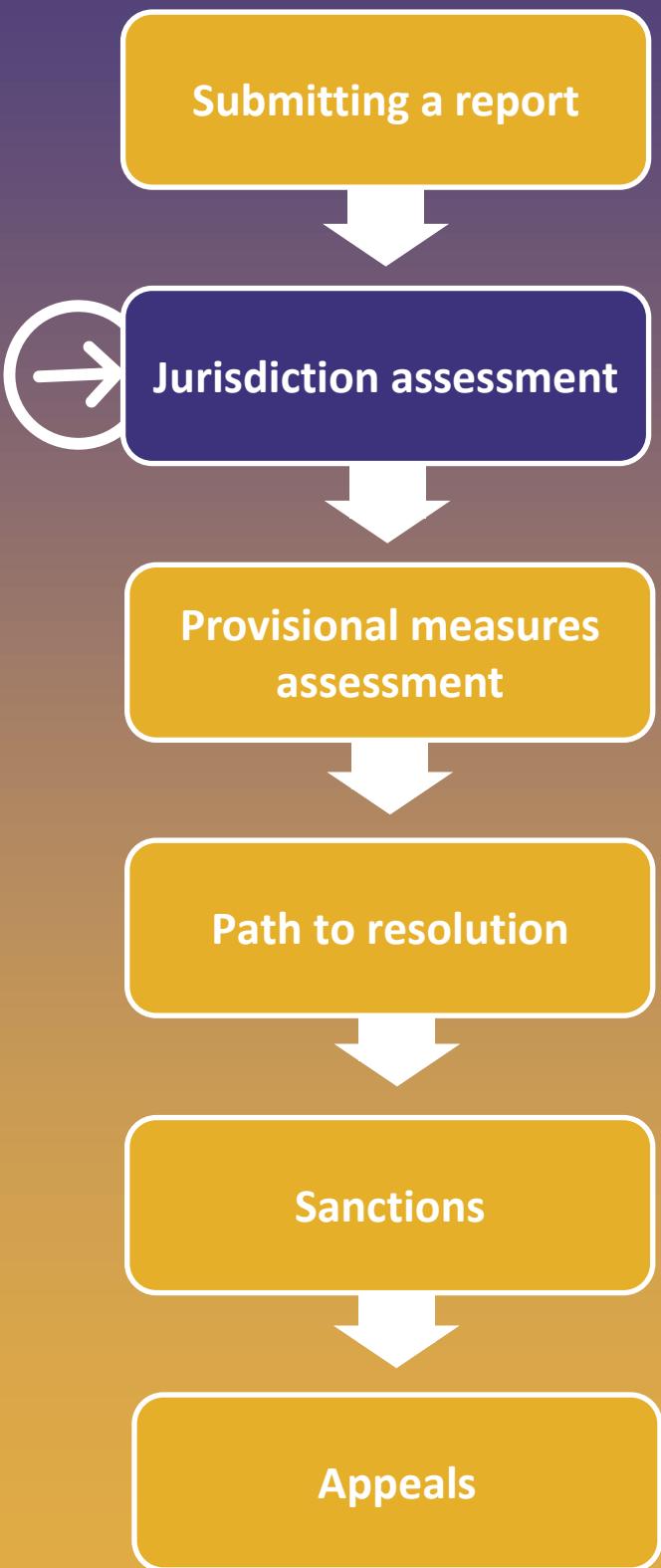


Managing Reports

Alberta Universal Code of Conduct Prohibited Behaviours

Prohibited Behaviours:

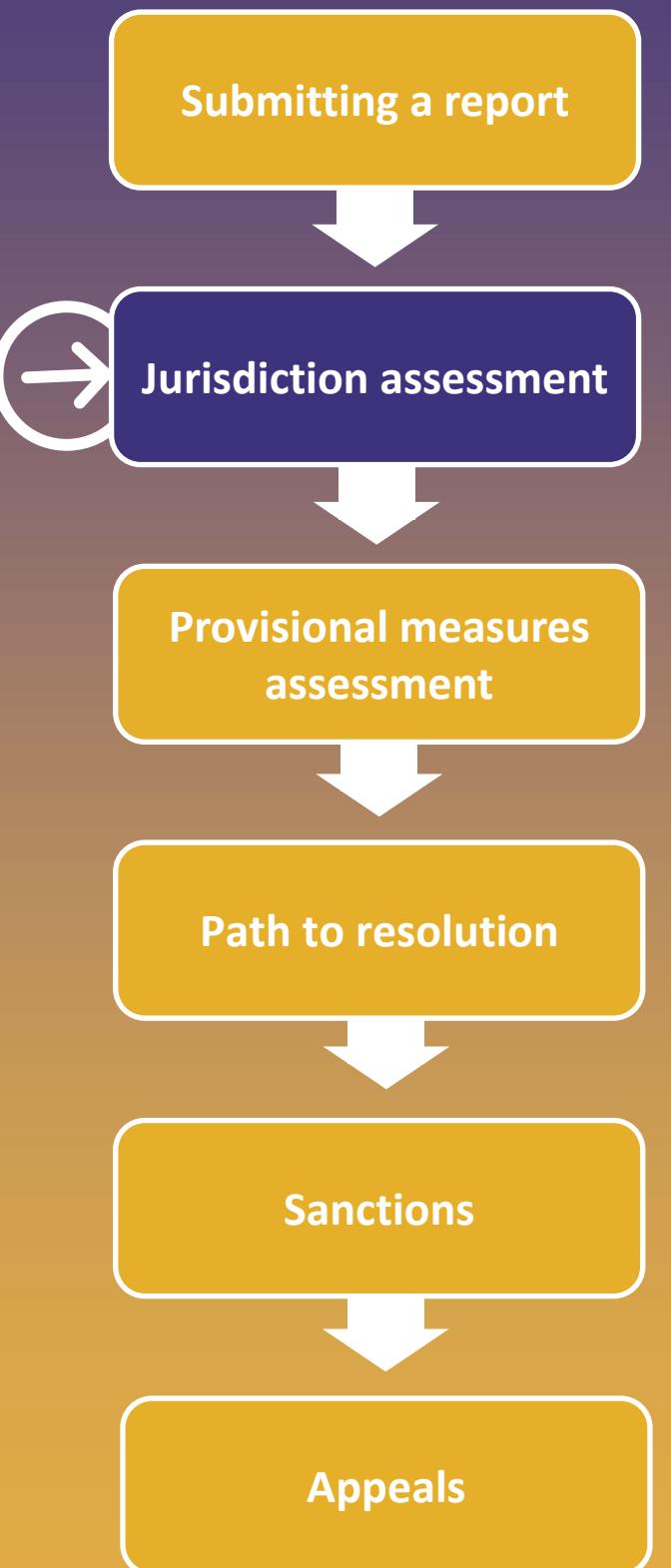
- *Psychological*
- *Physical*
- *Neglect*
- *Sexual*
- *Grooming*
- *Boundary Transgressions*
- *Discrimination*
- *Subjecting a Participant to the Risk of Maltreatment*
- *Aiding and Abetting*
- *Failure to Report,*
- *Intentionally Reporting a Bad-Faith/False Report*
- *Interference with or Manipulation of Process and Retaliation*



Scenario 2

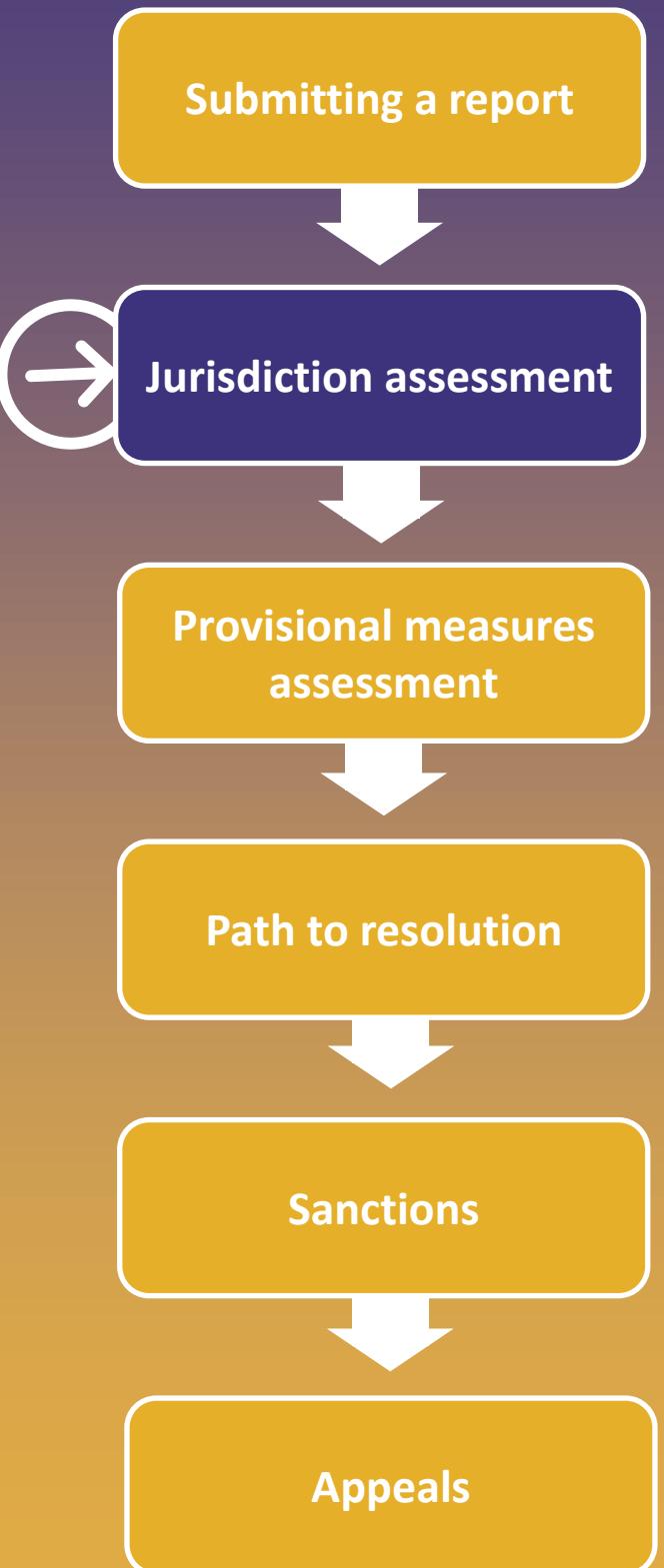
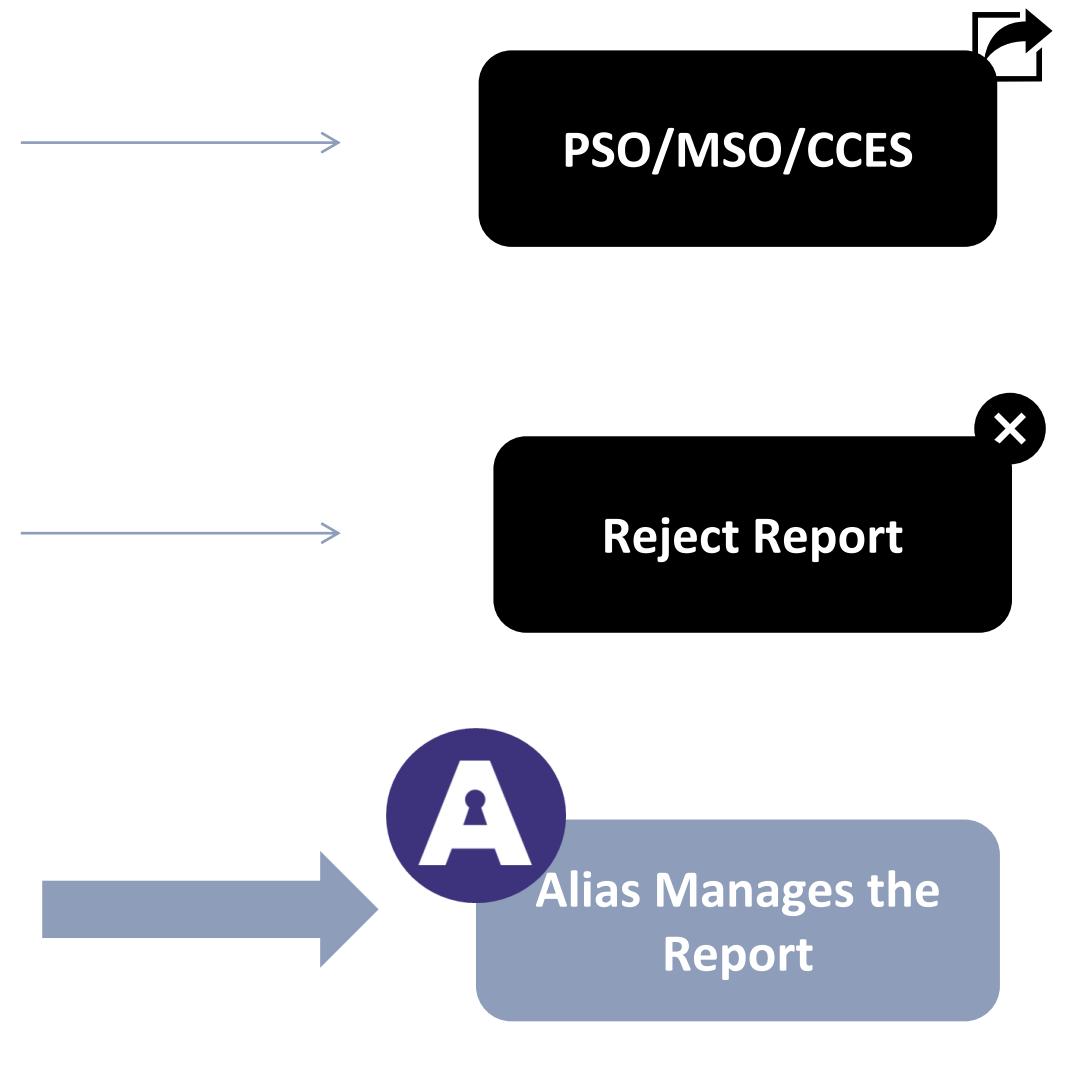
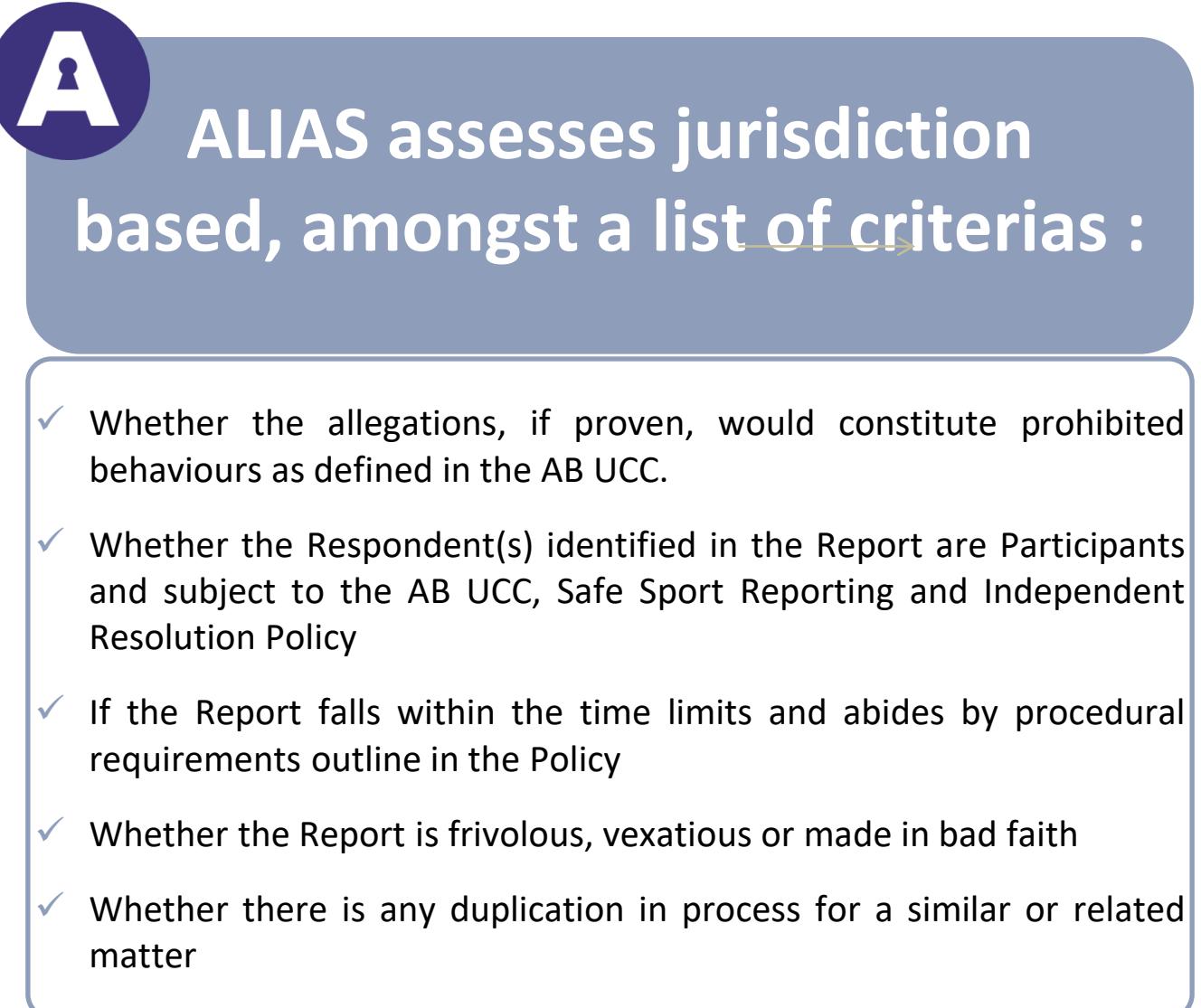
Description

A 20-year-old athlete continuously writes on social media comments about a player of an opposing team.



Managing Reports

Jurisdiction Assessment



Sanction & Appeals

- **Sanctions range:** education, warnings, restrictions, suspensions, eligibility bans
- **Appeals:** grounds, timelines, fees (if any), independent appeal body.



What is the Role of ASLA?



ASLA's Role & Support

- First-question support: help people get to the right door fast.
- Redirect Unique PSO Set-Up / Executive Director or designated representative
- Share pattern-level issues to ASLA (we'll spot trends; you keep private info minimal).
- Local culture leaders: reinforce reporting pathways, model respectful conduct.



Alberta Sport Connection – Safe Sport Resources



Immediate Support & Info

● **211 Alberta** – 24/7, free, confidential, 170+ languages
Call: 2-1-1 | Text: INFO to 211 | [Chat Online](#)

Mental Health & Well-Being

● **CCMHS** – Mental health for athletes, coaches, artists, staff
Website
● **Alberta Wide Health Link** – Call 811, 24/7 for health info & referrals
● **Kids Help Phone** – Free, anonymous youth support, 24/7
Call: 1-800-668-6868 | Text: CONNECT to 686868 | Always There App

Child Protection & Safe Sport

● **Alberta Child Abuse Services** – Therapy & medical support for children
● **Canadian Centre for Child Protection** – Report concerns about abuse

● **Respect Resource Line** – Support for coaches/activity leaders
Toll-Free: 1-888-329-4009 | Text: 1-306-717-9636 | Email: resourceline@respectgroupinc.com

● **Canadian Sport Helpline** – Anonymous, bilingual help for harassment or abuse
Call/Text: 1-888-83SPORT | Email: info@abuse-free-sport.ca

Crisis & Reporting

● **Distress Centres** – 24/7 support
Calgary: 403.266.HELP | Edmonton: 780.482.HELP | Rural: 1-800-232-7288
● **Grieving Support** – Alberta Health Services, Canadian Mental Health Association

● **Report Abuse in Alberta** – Child Abuse Hotline: 1-800-387-KIDS (5437)



Phase 2: Helping with “Everyday” Club Issues

- Minor/low-level matters eat volunteer time; ASLA will co-design practical tools.
- Explore ways to support with minor infractions i.e. a shared Chief Resolution Officer pilot with PSOs.
- Standardize simple documentation & scripts so issues don’t ping-pong.
- Development of case examples to assist members in choosing the correct reporting pathway.

Thank You!

