



TITLE	Abuse Prevention policy
TYPE	Policy
ENTRY IN FORCE	June 1st, 2026
DATE OF LAST REVIEW	January 12, 2025
FREQUENCY OF REVIEW	Triennial
TARGET COMPONENT	Pickleball NB- Executive & Directors
RESPONSIBLE SECTOR	Pickleball NB-General
DISTRIBUTION	<ul style="list-style-type: none">- Executive & Directors- Affiliated Clubs- Members
ADOPTED ON	February 9, 2027

1. PURPOSE

Pickleball New Brunswick is committed to a sports environment free from abuse. The purpose of this policy is to describe how Persons in Authority shall maintain a safe sport environment.

2. ELEMENTS OF THE POLICY

2.1 Zero Tolerance Statement

The Organization and its Members have zero tolerance for any form of abuse. All Individuals are required to report known or suspected abuse to the Organization or a Member so that it may be addressed immediately under the applicable policies and procedures.

2.2 Education – What is Abuse

Abuse may take many forms and can occur at any stage of an Individual's life. An abuser may use various tactics to gain access to Vulnerable Individuals, exert power or control, and prevent disclosure or access to

support. Abuse may be a single incident or part of a recurring and escalating pattern over time.

Abuse of children or youth in sport may include emotional maltreatment, neglect, and physical maltreatment.

For clarity, emotional and physical maltreatment do not include professionally accepted coaching methods, as defined by the National Coaching Certification Program (NCCP), such as skill development, physical conditioning, team building, discipline, or performance enhancement.

Potential warning signs of abuse involving children or youth may include, but are not limited to:

- a) Recurrent unexplained injuries
- b) Heightened alertness or fearfulness
- c) Wearing clothing that covers the body even in warm weather
- d) Startling easily or avoiding physical contact
- e) Persistent anxiety about making mistakes
- f) Social withdrawal
- g) Extreme behavioural changes
- h) Developmentally inappropriate behaviour
- i) Sexualized behaviour with toys or objects
- j) Use of adult language for body parts without an obvious source
- k) Self-harm behaviours
- l) Avoidance of a particular person

Vulnerable Adult Abuse

Although abuse can occur at any stage of life, the nature and impact of abuse may differ based on an Individual's disability, dependency, or circumstances. Abuse of vulnerable adults often involves a misuse of power and a violation of trust and may occur once or as part of a repeated pattern.

Potential warning signs of abuse of vulnerable adults can include:

- a) Depression, fear, anxiety, passivity
- b) Unexplained physical injuries
- c) Dehydration, malnutrition, or lack of food
- d) Poor hygiene, rashes, pressure sores
- e) Over-sedation

2.3 Preventing Abuse

The Organization and its Members will implement measures designed to prevent abuse, including screening, orientation, training, practice standards, and monitoring.

Screening

Individuals who coach, officiate, volunteer, accompany teams, deliver programs, are employed by the Organization, or otherwise interact with Vulnerable Individuals shall be screened in accordance with the Organization's Screening Policy.

Screening will be proportionate to the level of trust, authority, and access associated with each role and may include one or more of the following:

- a) Completion of an application form
- b) Completion of a Screening Declaration Form
- c) Reference checks
- d) Criminal Record Checks and/or Vulnerable Sector Checks
- e) Driver's abstract
- f) Additional screening measures as required

Failure to participate in or successfully complete screening requirements will result in ineligibility for the position sought.

Orientation and Training

The Organization and its Members may provide orientation and training to Individuals who interact with Vulnerable Individuals. The nature and frequency of orientation and training will reflect the level of risk associated with the role.

Orientation and training may include presentations, meetings, manuals, facility tours, mentoring, online courses, workshops, or written acknowledgements of completion.

Practice

When interacting with Vulnerable Individuals, Persons in Authority shall follow practical safeguards, including:

- a) Limiting physical contact to non-threatening and non-sexual interactions
- b) Ensuring supervision by more than one adult where possible
- c) Involving multiple Individuals in decision-making processes

- d) Including parents or guardians in communications
- e) Ensuring electronic communication complies with applicable conduct and social media policies
- f) Complying with travel and accommodation safeguards

Monitoring

The Organization and its Members will monitor Individuals who interact with Vulnerable Individuals based on assessed risk. Monitoring may include evaluations, supervision, reporting mechanisms, and feedback from athletes, parents, or peers.

2.4 Reporting Abuse

Any Individual who receives a disclosure of abuse from a Vulnerable Individual must respond in a supportive and non-judgmental manner while explaining that the information may need to be reported to appropriate authorities, including parents or guardians, the Organization, or law enforcement.

All complaints or reports involving abuse will be addressed in accordance with the Organization’s Discipline and Complaints Policy and the Investigations Policy – Discrimination, Harassment and Abuse.

3. UPDATE OF THE POLICY

The policy will be reviewed on a triennial base, or as operational needs dictate.

4. ENTRY IN FORCE

This policy will enter into force on June 1, 2026

Policy History	
Approved	February 11, 2026
Next Review Date	February 2029