



TITLE	Safe Sport Athlete protection policy
TYPE	Policies
ENTRY IN FORCE	June 1, 2026
DATE OF LAST REVIEW	January 7, 2026
FREQUENCY OF REVIEW	Triennial
TARGET COMPONENT	Pickleball NB
RESPONSIBLE SECTOR	Pickleball NB-General
DISTRIBUTION	<ul style="list-style-type: none">- Executive & Directors- Affiliated Clubs- Members
ADOPTED ON	February 11, 2026

1. SUMMARY

Pickleball NB recognizes the importance of establishing guidelines to ensure the protection of athletes during their participation in sport at the recreational and competitive levels.

This Athlete Protection Policy describes how Persons in Authority shall maintain a safe sport environment for all Athletes. A Persons in Authority refers to any paid staff or volunteers of Pickleball NB, Officials, Coaches, or Board Members of Pickleball NB.

2. ELEMENTS OF THE POLICY

2.1 Interactions between Persons in Authority and Athletes - the 'Rule of Two'

The Organization and its Members strongly recommend the 'Rule of Two' for all Persons in Authority who interact with Athletes. The Coaching Association of Canada describes the intention of the 'Rule of Two' as follows:

A coach must never be alone or out of sight with a minor athlete. Two NCCP trained or certified coaches should always be present with an athlete, especially a minor athlete, when in a potentially

vulnerable situation such as in a locker room or meeting room. All one-on-one interactions between a coach and an athlete must take place within earshot and in view of a second coach except for medical emergencies. One of the coaches must also be of the same gender as the athlete. Should there be a circumstance where a second screened and NCCP trained or certified coach is not available, a screened volunteer, parent, or adult can be recruited.

The Organization recognizes that fully implementing the 'Rule of Two', as described above (and modified accordingly for Persons in Authority), in all circumstances, may not always be possible. Consequently, at a minimum, interactions between Persons in Authority and Athletes must respect the following:

- The training environment should be open and transparent so that all interactions between Persons in Authority and Athletes are observable
- Private or one-on-one situations must be avoided unless they are open and observable by another adult or Athlete
- Persons in Authority shall not invite or have a Vulnerable Individual (or Vulnerable Individuals) in their home without the written permission and knowledge of the Vulnerable Individual's parent or guardian.
- Vulnerable Individuals must not be in any situation where they are alone with a Person in Authority without another screened adult or Athlete present unless prior written permission is obtained from the Athlete's parent or guardian.

2.2 Practices and competitions

In relation to practices and competitions, the following standards apply:

- A Person in Authority must not be alone with a Vulnerable Individual before or after a practice or competition unless the Person in Authority is the Athlete's parent or guardian.
- If a Vulnerable Individual arrives first, the parent or guardian should remain until another Athlete or Person in Authority arrives.
- If a Vulnerable Individual would otherwise be alone following a practice or competition, another Person in Authority, parent, guardian, or Athlete should remain present.
- Instruction, skill demonstrations, and drills for individual Athletes must occur within earshot and eyesight of another Person in Authority.
- When the Rule of Two cannot be observed due to circumstances, additional transparency measures must be taken, including notifying

another Person in Authority of the location and expected return time. Persons in Authority must remain reachable by phone or text.

2.3 Communication

All communication between Persons in Authority and Athletes must adhere to the following standards:

- Group messaging platforms should be the primary method of communication.
- Direct communication with individual athletes is allowed solely when required, should pertain exclusively to team-related issues, and must always maintain a professional tone.
- Personal electronic communication should be avoided. If it occurs, it must be documented and available for review by another Person in Authority and/or the Athlete's parent or guardian.¹
- Parents or guardians may request limitations on electronic communication involving their child.
- Communication must occur only between 6:00 a.m. and midnight, unless extenuating circumstances exist.
- Communication regarding drugs or alcohol (other than prohibition) is not permitted.
- Sexually explicit language, imagery, or discussion is strictly prohibited.
- Persons in Authority must not ask Athletes to keep secrets.

2.4 Travel

Any travel involving Persons in Authority and Athletes shall respect the following:

- Teams or groups of Athletes shall always have at least two Persons in Authority with them
- For mixed gender teams or groups of Athletes, there should be one Person in Authority from each gender
- Screened parents or other volunteers will be available in situations when two Persons in Authority cannot be present
- No Person in Authority may drive a vehicle alone with an Athlete unless the Person in Authority is the Athlete's parent or guardian
- A Person in Authority may not share a room or be alone in a hotel room with an Athlete unless the Person in Authority is the Athlete's parent or guardian.
- Room or bed checks during overnight stays must be done by two Persons in Authority
- For overnight travel when Athletes must share a hotel room, roommates will be age-appropriate (e.g., within two years of age of one another) and of the same gender identity.

2.5 Locker room/Changing area

The following standards apply to locker rooms, changing areas, and meeting rooms:

- Interactions between Persons in Authority and Athletes must not occur in areas where there is a reasonable expectation of privacy.
- If interaction is necessary, a second adult must be present.
- Persons in Authority should remain accessible outside these areas and be able to enter if required for emergencies or team communication.

2.6 Photography / Video

Photography or video involving Athletes must adhere to the following:

- Images may only be captured in public view and must be appropriate and in the Athlete's best interest.
- Recording devices are strictly prohibited in private areas.
- Images must be edited or deleted if they depict nudity, exposed undergarments, suggestive poses, or embarrassing situations.
- An Image Consent Form (Appendix A) must be completed before images are captured or used for public purposes.

2.7 Physical contact

Some physical contact may be necessary for instruction or medical reasons. Any such contact must meet the following criteria:

- Consent must be clearly explained and obtained prior to contact.
- Infrequent, non-intentional contact during training is permitted.
- Prolonged hugs, cuddling, horseplay, or contact initiated by a Person in Authority is prohibited.
- Athlete-initiated contact should be brief, appropriate, and occur in an open and observable environment

3. UPDATE OF THE POLICY

The policy will be reviewed every three years or as operational needs dictate.

4. ENTRY IN FORCE

This policy will take effect as of June 1, 2026

Appendix A – Image Consent Form

Name of Participant (print): _____

1. I hereby grant to Pickleball New-Brunswick and the Organization on a worldwide basis, the permission to photograph and/or record the Participant's image and/or voice on still or motion picture film and/or audio tape (collectively the "Images"), and to use the Images to promote the sport and/or the Organizations through traditional media such as newsletters, websites, television, film, radio, print and/or display form, and through social media such as Instagram, Facebook, YouTube, and Twitter. I understand that I waive any claim to remuneration for use of audio/visual materials used for these purposes. This consent will remain in effect in perpetuity.
2. I hereby fully release, discharge, and agree to save harmless the Organizations, for any and all claims, demands, actions, damages, losses or costs that might arise out of the collection, use or disclosure of the Images or taking, publication, distortion of the Images, negatives, and masters or any other likeness or representation of the Participant that may occur or be produced in the taking of said Images or in any subsequent processing thereof, including without limitation any claims for libel, passing off, misappropriation of personality or invasion of privacy.
3. **I UNDERSTAND AND AGREE**, that I have read and understood the terms and conditions of this document. On behalf of me, my heirs and assigns, I agree that I am signing this document voluntarily and to abide by such terms and conditions.

Signature of Participant: _____

OR, if the Participant is younger than the age of majority

Signature of Parent/Guardian: _____

Date: _____