



## Safe Sport Definitions

*The terms defined below shall apply to all policies included in Pickleball NB policies*

The following definitions apply to all policies contained within the Pickleball New Brunswick Safe Sport Policy Manual. These terms are to be interpreted consistently across all policies unless otherwise specified.

**Affected Party** – An individual or entity eligible to appeal a decision under the Appeal Policy, as determined by the Appeal Manager.

**Appellant** – The Party appealing a decision.

**Appeal Manager** – An Individual appointed to oversee the administration of the Appeal Policy. The

Appeal Manager may be a staff member, committee member, volunteer, Director, or an independent third party, and exercises decision-making authority as set out in the Appeal Policy.

**Athlete** – Any Individual who is registered to compete for the Organization or a Member.

**Board** – The Board of Directors of the Organization or a Member, as applicable.

**Case Manager** – An independent Individual appointed by the Organization to receive, manage, and administer complaints under the Discipline and Complaints Policy.

**Committee Member** – An Individual elected or appointed to serve on a committee of the Organization or a Member.

**Complainant** – The Party submitting a complaint.

**Criminal Record Check (CRC)** – A search of the RCMP Canadian Police Information Centre (CPIC) system for adult criminal convictions.

**Days** – Calendar days, including weekends and statutory holidays.

**Director** – An Individual elected or appointed to act as a Director of the Organization or a Member.

**Discipline panel** – A group of Individual appointed to perform the duties of the Discipline panel as described in the Discipline and Complaints Policy.

**Discrimination** – Differential treatment of an Individual based on one or more prohibited grounds, including race, citizenship, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, or disability.

**Enhanced Police Information Check (E-PIC)** – A Criminal Record Check combined with a search of Local Police Information, available through Sterling Backcheck.

**Event** – An event sanctioned by the Organization or by a Member.

**Gender Equity** – The fair allocation of resources, opportunities, and decision-making without discrimination based on gender identity. For the purposes of this Policy Manual, gender equity includes addressing inequities experienced by Individuals who identify as girls or women.

**Harassment** – A course of vexatious comment or conduct against an Individual or group that is known or ought reasonably to be known to be unwelcome, including verbal abuse, threats, jokes, gestures, exclusion, hazing, unwanted physical contact, sexual advances, assault, retaliation, or conduct that creates a poisoned sport environment.

**Individuals** – All categories of members and registrants defined in the Organization's Bylaws or a Member's Bylaws, including employees, contractors, Athletes, coaches, officials, volunteers, administrators, parents or guardians, spectators, committee members, and Directors and Officers.

**Local Police Information (LPI)** – Additional conviction and selected non-conviction information contained in national and local police data sources relevant to the position sought.

**Maltreatment** – A volitional act by an Individual that results in, or has the potential to result in, physical or psychological harm to another Individual. Maltreatment includes Psychological, Physical, Sexual Maltreatment, Neglect, Grooming, interference with policy processes, retaliation, aiding and abetting, and failure to report inappropriate conduct.

**Member(s)** – Organizations, leagues, and clubs affiliated with the Organization.

**Minor** – An Individual under the age of majority in the jurisdiction where the alleged maltreatment occurred.

**Organization** – Pickleball New Brunswick (Pickleball NB or PBNB).

**Parties** – The Individuals or entities involved in a dispute. Under the Discipline and Complaints Policy, the Parties are the Complainant and Respondent. Under the Appeal Policy, the Parties include the Appellant, Respondent, and any Affected Party.

**Person in Authority** – Any Individual who holds a position of authority within the Organization or a Member, including coaches, instructors, officials, managers, support personnel, chaperones, committee members, and Directors and Officers.

**Respondent** – The Party responding to a complaint or, in the case of an appeal, the body whose decision is being appealed.

**Sexual Harassment** – Vexatious comment or conduct of a sexual nature that is known or ought reasonably to be known to be unwelcome, including sexual advances, requests, gestures, jokes, threats, coercion, or distribution of sexually explicit material.

**Social media** – Computer-mediated communication platforms including, but not limited to, blogs, YouTube, Facebook, Instagram, TikTok, Snapchat, and X (formerly Twitter).

**Vulnerable Individuals** – Minors and adults who, due to age, disability, or circumstance, are at greater risk of harm from Individuals in positions of trust or authority.

**Vulnerable Sector Check (VSC)** – A detailed background check including a CPIC search, Local Police Information, and the Pardoned Sex Offender database.

**Worker** – Any Individual performing work for the Organization or a Member, including employees, volunteers, Directors, contractors, and temporary workers.

**Workplace** – Any location where work or sport-related activities occur, including offices, training and competition venues, travel, meetings, and work-related social functions.

**Workplace Harassment** – Vexatious comment or conduct against a Worker in a Workplace that is known or ought reasonably to be known to be unwelcome, excluding reasonable management actions.

**Workplace Violence** – The use or threat of physical force against a Worker in a Workplace that causes or could cause physical injury.