

CurlManitoba Policies and Procedures			
Section:	4000 HUMAN RESOURCES	Policy #	
Subject:	COACH SCREENING	Issue date:	September 2025
		Effective:	September 2025

POLICY:

Authorized or Recognized by the PSO to provide instruction or direction in the sport.

Purpose

The Organization understands that screening coaches is a vital part of providing a safe sporting environment. The Organization is responsible, to do everything reasonable to provide a safe and secure environment for participants in its programs, activities, and events. The purpose of screening is to identify individuals involved with an Organization’s activities who may pose a risk to the Organization and its participants. Coaches are valued and respected by the Organization and are viewed as a key component of the sport delivery system. It is important for coaches to be clear on their role and responsibilities and how these relate to the mission of the Organization.

Definition of Coach

A coach is any person who guides athletes to train and compete in sport. They are in a position of power and trust with their athletes regardless of the age of the athlete and the age of the coach. A list of Coach roles and their levels of risk is provided in **Appendix B**.

Definition of an Athlete

Any child, youth or adult who participates or trains in a sport with the guidance of a coach.

Levels of Risk:

High Risk - Coaches who have direct access to athletes (of any age) without parental supervision.

Medium Risk - Coaches who are under the supervision of other coaches and there is no opportunity to be alone with an athlete.

Low Risk- Coaches who are under full time parent supervision (e.g., community-based coaches). There is no travel involved and no opportunity to be alone with an athlete.

Background Checks

Coaches are required to obtain any of the following types of Background Checks:

- Criminal Record Check (CRC)
- Police Information Check (PIC)
- Enhanced Police Information Check (E-PIC - Sterling)
- Criminal Record and Judicial Matters Check (CRJMC - Triton)

Generally, a Criminal Record Check and Police Information Check (CRC-PIC) may be obtained from local RCMP detachments and/or local police services and are free for volunteers. However, obtaining the results of the CRC-PIC may take as long as two weeks.

Finally, coaches who have obtained a CRC-PIC, E-PIC or CRJMC, within the last five years are not required to obtain the results of these checks again. Instead, the coach can provide a letter from their employer or sport organization verifying that the checks have been completed. The letter must include the coach's name, birthdate, the date the checks were completed, and a signature from a representative of the organization or employer. In addition to the letter, the coach must submit a Screening Disclosure Form (**Appendix A**).

Child Abuse Registry

Coaches are required to obtain a Child Abuse Registry Check (CARC). The Child Abuse Registry is designed to identify and register known child abusers. Individuals on this registry have been found guilty of an offense involving the abuse of children and/or the Child Abuse Committee has determined the individual has abused a child.

The Organization uses the "CARC Form" that coaches must use to submit a Child Abuse Registry Check free of charge. Alternate forms will not be accepted (unless at the discretion of the Organization). Results of a CARC may take up to six weeks.

Screening Matrix

The Organization has assigned a level of risk to each Coach role (described in **Appendix B**). Each role has different screening requirements that range from completing screening education modules to regularly submitting a background check.

The matrix below explains which screening requirements are necessary for each coach role.

Coach Role	Level of Risk	Screening and Training Requirements	Frequency of Requirements
Instructor	Low	Respect in Sport Rule of Two consent Screening Disclosure form	RIS - <i>Every five years</i> Screening Disclosure form annually
Youth Development Coaches	Medium	Respect in Sport Rule of Two consent Background Check: E-PIC	RIS & Background Check: <i>Every five years</i> Screening Disclosure form annually
Competition coach	High	Respect in Sport Rule of Two elearning Background Check: E-PIC, CARC Competition coach certification (course and evaluation) Making Ethical Decisions certification	RIS & Background Check: <i>Every five years</i> Screening Disclosure form annually
Curling Canada a) Development coach b) High performance consultants	High	Curling Canada determines screening requirements	
N/A Professional coach	High	Curling does not have professional coaches	

Rejection and Request for Reconsideration

At CurlManitoba’s sole discretion, the Organization reserves the right to reject the participation of any coach based upon screening results. When determining whether the coach has passed, not passed, or more information is required, the Committee will consider the relevance of the infraction, efforts at rehabilitation, and the date of the infraction.

Following the review of the screening documents, the Screening Committee (appendix C) will decide:

- the individual has passed screening and may participate in the desired position;
- the individual has passed screening and may participate in the desired position with conditions;
- the individual has not passed screening and may not participate in the desired position; or
- more information is required from the individual.

If there is a sanction, the sanction may not be appealed until the completion of a Request for Reconsideration. However, the Respondent may contest the sanction by submitting a Request for Reconsideration within five (5) days of receiving the sanction. In the Request for Reconsideration, the Respondent must indicate:

- Why the sanction is inappropriate;
- Summary of evidence that the Respondent will provide to support the Respondent's position; and
- What alternative penalty or sanction (if any) would be appropriate.

If a coach's CARC reveals an incident, the coach will not be permitted to participate in the role in any circumstance. This is not appealable.

Other Considerations

Valid Driver's License – Any coach entrusted to drive a vehicle provided by the Organization (including but not limited to rented vehicles or own vehicles), is required to have a valid Driver's License. All Drivers will need the appropriate class of license to drive the type of vehicles used.

Delays – The Organization recognizes that there may be delays in obtaining the results of a background check. Generally, the coach will not be permitted to participate in the role during the delay unless the results of the check have been completed. However, if there is a delay in obtaining the results, the Organization may approve the coach's participation if the coach can prove the process has begun, sits for an interview with the Organization and the coach has provided at least two character references.

Coaches under 18 years of age– for anyone under the age of 18 who is considered a coach, they will not need a Criminal Background Check nor a Child Abuse Registry check. They will need reference checks, Respect in Sport, Rule of 2 training and are never to be left alone with an athlete.

2. Are criminal charges or any other sanctions, including those from a sport body, private tribunal or government agency, currently pending or threatened against you?

Yes_____ No_____ If yes, please explain for each pending charge:

Name or Type of Offense: _____

Name and Jurisdiction of Court/Tribunal:

Further Explanation:

3. Has any civil court made a finding, judgment or ruling against you, or have you entered into an out of court settlement relevant to the profession of coaching, the sport or any other sport?

Yes _____ No _____ If yes, please describe each finding, judgment or ruling below:

Civil Court Finding: _____ Out of Court Settlement:

Type of Offense or Finding: _____

Year of Offense or Settlement: _____

Penalty or Punishment Imposed:

Further Explanation:

4. Have you ever been dismissed from a position due to allegations of ethical or moral misconduct?

Yes _____ No _____ If yes, please describe below:

Name of applicable Organization:

_____ Date of Dismissal: _____

Reason for Dismissal:

5. Have you ever been disciplined or sanctioned by an independent body (sport body, private tribunal, government agency, etc.) for which a pardon has not been granted?

Yes _____ No _____ If yes, please describe below:

Name or Type of Offense:

Name and Independent Body:

----- Year Convicted: -----

Penalty or Punishment Imposed:

Further Explanation:

Certification

I hereby certify that the information contained in this application is accurate, correct, truthful and complete.

I further certify that I will immediately inform the Organization of any changes in circumstances that would alter my original responses to this Screening Disclosure Form. Failure to do so may result in termination of membership and/or further discipline.

Signature: _____ Date: _____

PRIVACY STATEMENT

By completing and submitting this Screening Disclosure Form, you consent and authorize the Organization to collect, use and disclose your personal information, including all information provided on the Screening Disclosure Form, Background Check and/or Vulnerable Sector Check for the purposes of screening, administering membership services and communicating with Provincial Sport Organizations, Host Societies, and other organizations involved in the governance of the sport. The Organization does not distribute personal information for commercial purposes.

Appendix B – Coach Roles

Low Risk

Instructors

These coaches are never alone with an athlete and have parent supervision at all times. No travel occurs, local competition only. These coaches do not take any NCCP and may be provided with pre-planned practice plans. Typical season lasts 4-20 weeks. May or not be members of a PSO.

Medium Risk

Junior Coordinators

These are coaches/instructors who are working primarily with athletes in the community in a recreational setting. These are programs that happen in the local community and involve only local travel for participation. Often short term seasonal (6 weeks & up). These coaches may or may not take NCCP sport specific certification in the community or Instruction beginners' stream of the NCCP. Typically they are Members of a PSO.

High Risk

Competition Coach

These are coaches working with athletes who compete in their local community, provincial, Canada Games Teams, and University and College programs. Athletes and teams may also travel out of province to compete in tournaments without parental supervision. This includes high school coaches and club travel teams. These coaches may take NCCP sport specific certification in the Competition Introduction stream of the NCCP. These coaches would coach beyond 3 months. They are Members of a PSO.

Development Coach

These are coaches who work with elite club programs and nationals. These coaches may take sport specific NCCP certification in the Competition Development stream of the NCCP. These coaches may take athletes away to competition without parent supervision.

Professional Coach

None in curling.

Appendix C – Screening Committee

Screening Committee is a committee of either one (1) or three (3) members appointed by the Organization. The Organization will ensure that the members appointed to the Screening Committee possess the requisite skills, knowledge and abilities to accurately screening documents and render decisions under this Policy.

1. The Screening Committee will carry out its duties, in accordance with the terms of this policy, independent of the Board.
2. The Screening Committee is responsible for reviewing all documents submitted and, based on the review, making decisions regarding the appropriateness of individuals filling positions within the Organization. In carrying out its duties, the Screening Committee may consult with independent experts including lawyers, police, risk management consultants, volunteer screening specialists, or any other person.
3. Nothing in this Policy restricts or limits the Screening Committee from requesting that the individual attend an interview with the Screening Committee if the Screening Committee considers that an interview is appropriate and necessary to screen the individual's application.
4. Nothing in this Policy restricts or limits the Screening Committee from requesting the individual's authorization to contact any professional, sporting or other organization in order to assess the individual's suitability for the position that they are seeking.
5. Nothing in this Policy restricts or limits the Screening Committee from requesting further information from the individual on more than one occasion, subject to the individual's right to insist that the Screening Committee make a decision on the basis of the information before it.
6. The Screening Committee may, where appropriate, draw an adverse inference from an individual's failure to provide information or answer queries.
7. When assessing an individual's screening application, the Screening Committee shall determine whether there is reason to believe that the individual may pose a risk to members of the Organization.
8. An individual having been previously penalized for a prior offence shall not prevent the Screening Committee from considering that offence as part of the individual's screening application.

9. If the Screening Committee determines on the basis of the individual's screening application, in addition to any further material received by it, that the individual does not pose a risk to the members of the Organization, the Screening Committee shall approve the individual's application, subject to the Screening Committee's right to impose conditions.

10. In the case of a decision denying an application or approving an application with conditions, a copy of the decision shall be provided to the applicant and to the Organization's Board of Directors, which may disseminate the decision as they see fit in order to best fulfil the mandate of the Organization.

11. A Participant whose screening application has been denied or revoked may not re-apply to participate in the Organization's programs or activities for two (2) years from the date the rejected application was made.